

Alberta


Alberta Apprenticeship  
and Industry  
Training Board

**Annual Report**  
2008-2009

Government  
of Alberta



Alberta Apprenticeship  
and Industry Training Board



For additional copies contact:

Board Planning and Support  
Apprenticeship and Industry Training  
Community, Learner and Industry Connections  
Advanced Education and Technology

10<sup>th</sup> Floor, Commerce Place  
10155 102 Street  
Edmonton, Alberta  
T5J 4L5

Telephone: (780) 427-8765

Fax: (780) 422-7376

To be connected toll-free within Alberta call 310-0000.

This report is also available at [www.tradesecrets.gov.ab.ca](http://www.tradesecrets.gov.ab.ca)

Deaf or Hearing Impaired with TDD/TTY units call (780) 427-8999  
in Edmonton. Other locations call 1-800-232-7215.

© 2009 The Crown in Right of the Province of Alberta, as represented  
by the Minister of Advanced Education and Technology.

ISSN 1189-8844

10th floor, Commerce Place  
10155 - 102 Street NW  
Edmonton, Alberta, Canada T5J 4L5  
Telephone (780) 427-8765 Fax (780) 422-7376  
[www.tradesecrets.gov.ab.ca](http://www.tradesecrets.gov.ab.ca)

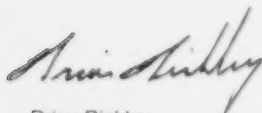
September 2009

Honourable Doug Horner, Minister  
Alberta Advanced Education and Technology  
#324 Legislature Building  
10800 - 97 Avenue NW  
Edmonton, Alberta T5K 2B6

Dear Minister Horner:

I am pleased to provide you with the 17th annual report of the Alberta Apprenticeship and Industry Training Board. This report covers the Board's operations and achievements for the period April 1, 2008 to March 31, 2009. It also presents a statistical overview of the Alberta apprenticeship and industry training system.

Respectfully submitted,



Brian Bickley  
Chair

# Contents

Message from the Board Chair	1
Introduction	2
The Alberta Apprenticeship and Industry Training System and the Alberta Apprenticeship and Industry Training Board	3
Establishing and Maintaining High Quality Training and Certification Standards	5
Designating Trades and Occupations	6
Changing Trades and Occupations	8
Increasing Access to Technical Training	11
Maintaining High Quality Standards	12
Recognizing Work Experience, Training and Certification	13
Strengthening the Capacity of the Industry Committee Network	16
Promoting Training and Certification in Designated Trades and Occupations	19
Attracting Youth to Careers in the Trades	21
Helping Aboriginal People Find Careers in the Trades	22
Recognizing Excellence in the Trades and Occupations	24
Supporting Skills Competitions	27
Looking Forward	28
Appendices	29
Apprenticeship at a Glance	30
Statistics at a Glance - 2008	31
About the Board	32
About the System	33
Board Member Profiles	34
Statistical Profiles	39
Awards and Scholarship Recipients	63





# Message from the Board Chair

---



The world looks very different than it did last year at this time! But, if the only constant is change, it's fortunate Alberta's apprenticeship and industry training system was built to respond. Our industry-driven system continued to adapt to the needs of registered apprentices and their employers in the face of the economic challenges of 2008-2009. And, boom or bust, the board is committed to maintaining Alberta's reputation for high-quality apprenticeship and industry training that supports the needs of industry.

The Alberta Apprenticeship and Industry Training Board establishes and maintains high quality training and certification standards in the apprenticeship and industry training system, and promotes

training and certification in the designated trades and occupations.

In the past year, the board considered the designation of new trades and occupations, reviewed the designation of existing trades and occupations and made appropriate recommendations to the minister. It also made changes to training and certification standards on the recommendation of industry, and made alterations to the Qualification Certificate Program and the Equivalency Program.

New board initiatives encouraged apprentices to continue to progress with their technical training, as well as consider attending institutions outside Edmonton and Calgary. The board also worked with federal officials to improve the administration of employment insurance benefits for apprentices so they would receive their first payments as soon as possible.

The board was pleased to be able to support national labour mobility by preparing to fulfill its obligations under the *British Columbia - Alberta Trade, Investment and Labour Mobility Agreement (TILMA)* and the amended *Agreement on Internal Trade*. The board promoted, and will continue to promote, the Interprovincial Standards Red Seal Program. Widely recognized and respected by industry as a standard of excellence, the Red Seal

endorsement can provide a competitive hiring advantage, and we want our tradespeople to know it!

The board promoted training by working with industry to raise funds for new scholarships. Employers played an integral role in creating these scholarships and building Alberta's labour force. By donating to scholarships for apprentices, employers are working towards retaining their future employees.

The board also continued to support programs to attract people to the trades. It recognized apprentices, employers and instructors with awards and supported skills competitions to recognize skilled trades and technologies as a first-choice career option for young Albertans.

I want to thank the minister, members of the board, industry, post-secondary institutions, and the staff of Advanced Education and Technology for their support throughout the year.

A handwritten signature in dark ink, appearing to read 'Brian Bickley', with a stylized flourish at the end.

Brian Bickley  
Chair

## Introduction

The Alberta Apprenticeship and Industry Training Board was established by the Government of Alberta to work with industry to set the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. It makes recommendations to the Minister of Advanced Education and Technology about the needs of Alberta's labour market for skilled and trained workers and the designation of trades and occupations. It is accountable to report on its performance and to operate within the bounds of its legislation.

As a public agency, the board's work is aligned with government direction. The focus of the Government of Alberta's Strategic Business Plan in 2008-2011 is ensuring that Alberta moves beyond the economic boom and builds a stronger Alberta into the future. Of particular relevance to the board is the government's priority to build a skilled workforce to improve the ongoing sustainability of Alberta's economy.

The Ministry of Advanced Education and Technology, and the board, are linked to the following goals in the government's Strategic Business Plan:

Goal 1 – Alberta will have a prosperous economy

Goal 2 – Albertans will be well prepared for lifelong learning

The board developed a 2008-2011 business plan that aligns with the ministry's three-year business plan and the government's Strategic Business Plan. Through this alignment, the board, in partnership with industry and the ministry, worked toward building an innovative and prosperous province where Albertans in designated trades and occupations meet the needs of industry and society.

- Vision** Highly skilled and trained people in designated trades and occupations meeting the needs of industry and society.
- Mission** To establish and maintain high quality training and certification standards in the apprenticeship and industry training system, and to promote training in the designated trades and occupations.

## Principles

### Accessible

Individuals wishing to pursue a career in the designated trades and occupations have access to apprenticeship and industry training.

### Funded by All

Apprentices, trainees, employers, and government contribute to the financial cost of training.

### Industry-driven

Industry is responsible for setting the standards for training and certification, and for providing on-the-job training and work experience for apprentices and trainees.

### Supported by Government

Government, with advice from industry, has a role in regulating apprenticeship training and helping individuals to acquire the skills needed to work in designated trades and occupations.

### Collaborative

Apprenticeship and industry training is based on effective partnerships among stakeholders.

### Integrated

Apprenticeship and industry training are options within the advanced learning system and part of lifelong learning.

## Alberta Public Agencies Governance Act

In March 2009, the Government of Alberta introduced in the Legislative Assembly a bill entitled *Alberta Public Agencies Governance Act*. The proposed legislation is a follow-up to the *Public Agencies Governance Framework* adopted by the government in 2008. The purpose of the legislation is to ensure clear communication and transparency with respect to the governance, mandates and activities of public agencies. Public agencies are responsible for their activities and for achieving their mandates. They are accountable to their minister for their activities, successes and failures. The board generally complies with the expectations of the framework and the proposed legislation and will work on outstanding matters, such as developing and implementing a code of conduct, in the coming year.

## The Alberta Apprenticeship and Industry Training System and the Alberta Apprenticeship and Industry Training Board



The Alberta Apprenticeship and Industry Training Board

From left: Jack Lane, Jeffrey Norris, Ray Jeffery, Hal Williams, Brian Hinton, Gerald Clark, Brian Bickley (Chair), Al Petersen, Don Bunch  
Front from left: Silvana Poplawski, Shirley Dul (Assistant Deputy Minister)  
Missing from photo: Herman Bruin, Paul Heyens

Alberta's apprenticeship and industry training system is an industry driven system that ensures a highly skilled, internationally competitive workforce in over 50 designated trades and occupations. Industry (employer and employee representatives) sets training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board. The Government of Alberta provides the legislative framework and administrative support for the system. Employers provide the on-the-job training component of apprenticeship and occupational training programs. The technical institutes and colleges deliver the technical training component of apprenticeship programs and offer formal training in some designated occupations.

The board consists of 13 people, appointed by the Lieutenant Governor in Council, who are knowledgeable

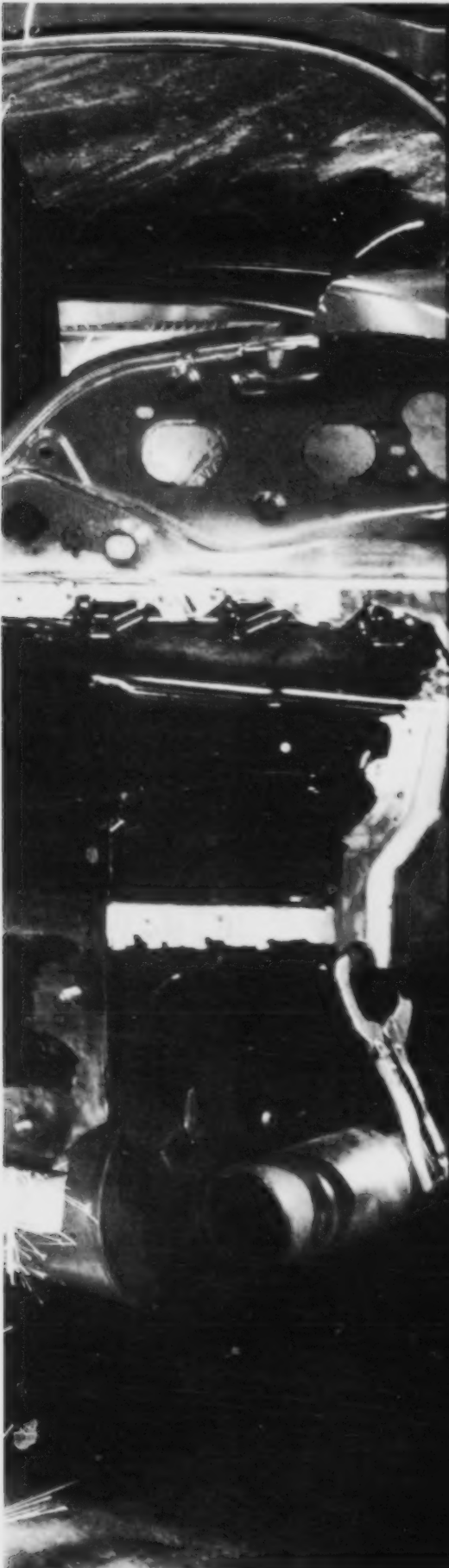
about training in trades and occupations and the needs of the Alberta labour market for skilled and trained people. Eight of the members represent employers and employees in designated trades and four represent employers and employees in other industries. To ensure a balanced approach, employers and employees are represented in equal numbers.

The members of the board connect with industry in many ways. They take a leadership role with industry in the discussion of major issues such as the labour mobility agreements that affect the apprenticeship and industry training system. Members of the board represent Alberta's apprenticeship and industry training system on organizations such as Skills Canada Alberta and as advisors to trades-related programs such as the Career and Technology Studies (CTS) program in the K-12 education system. Board members attend meetings of provincial apprenticeship committees

and occupational committees to act as liaison between the board and these industry committees, participate in high school career days, and speak at conferences and workshops.

The board chair represents Alberta's apprenticeship and industry training system as a member of the inter-provincial Alliance of Board Chairs (IPA). The IPA is a member of the Canadian Apprenticeship Forum – Forum canadien sur l'apprentissage (CAF-FCA) an organization of stakeholders working to influence pan-Canadian apprenticeship strategies through research, discussion and collaboration with the apprenticeship community across the country. The board works with CAF-FCA to promote apprenticeship as an effective model for training and education, contributing to the development of a skilled, productive, inclusive and mobile workforce.





## Establishing and Maintaining High Quality Training and Certification Standards

The board's primary responsibility is to set the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. The board relies on a network of industry committees that include local apprenticeship committees (LACs) and provincial apprenticeship committees (PACs) in the designated trades, occupational committees in the designated occupations, and others such as provisional committees that may be established before the designation of a new trade or occupation comes into effect. The role of these committees includes:

- recommending to the board;
  - the designation or re-designation of trades and occupations,
  - the standards for the skills and competencies required for certification,
- developing technical training course outlines,
- monitoring changes and identifying the need for improvements in training, and
- recognizing related training and certification.

The primary focus of designated trades is the acquisition of skills and competencies through an apprenticeship program. Apprenticeship begins with finding an employer. Approximately 80 per cent of an apprentice's time is spent on the job under the guidance of a journeyperson. The other 20 per cent is spent on technical training provided either through a post-secondary institution – usually a college or technical institute. The standards and requirements for technical training are recommended to the board by the provincial apprenticeship committees. The board is responsible for ensuring these standards meet the needs of apprentices and employers.

The primary focus for designated occupations is the recognition of acquired skills and competencies. The standards and requirements for certification are recommended to the board by the occupational committees. Some designated occupations have formal training provided by industry. The standards and requirements of this training are also recommended to the board by the occupational committees.



# Designating Trades and Occupations

In 2008-09, the board reviewed applications for the designation of several trades and occupations, including natural gas compression technician, railway car technician and cathodic protection technician. It established a provisional committee to make recommendations about each application and the proposed designation. The board recommended to the minister that natural gas compression technician be designated. The board is continuing to review the applications for the designation of cathodic protection technician and railway car technician. Trades are designated by the Lieutenant

Governor in Council. Occupations are designated by the Minister of Advanced Education and Technology.

The board recommended to the minister that the trade of tool and die maker should no longer be a designated trade. The board was concerned about the low participation of employers in the trade and the low number of apprentices receiving training and certification. It felt that the tool and die maker trade lacked industry support and was no longer viable as a designated trade. The board extended the *Tool and Die Maker*

*Trade Regulation* for two years to facilitate the completion and certification of the apprentices currently registered.

The board approved regulations and orders that facilitated the implementation of the industrial construction crew supervisor and field heat treatment technician occupations. These two occupations were designated last year with effective dates of July 1, 2008 and August 1, 2008 respectively.

## Natural Gas Compression Technician

Natural gas compression technicians install, commission, maintain and repair equipment used to gather, store and transmit natural gas. The industry is composed of four sectors: upstream producers, midstream pipeline transmission, service provider and fabricator, and power systems producer.

Natural gas compression technicians require a broad range of skills and depth of knowledge to be competent and productive. Technicians work on a variety of different compressors and equipment. Compressors can utilize raw natural gas as fuel, making it difficult to optimize performance when the composition of the natural gas changes. The industry and equipment is becoming more complex and technologically advanced, and environmental controls are becoming more prevalent.

Natural gas compression technician skills overlap with ten designated trades and occupations: automotive service

technician, agricultural equipment technician, electrician, gas utility operator, heavy equipment technician, instrument technician, millwright, refrigeration and air conditioning mechanic, steamfitter-pipefitter and welder. The provisional committee consulted with the provincial apprenticeship committee and occupational committee of these trades and occupations to identify and address their concerns.

The board has recommended that natural gas compression technician be designated as an optional certification trade. No decision has yet been made.

## Designated Trades and Occupations - Differences

One of the major differences between a designated trade and a designated occupation is the legislated requirement for the Government of Alberta to provide for an apprenticeship program including technical training in a designated trade. There is no similar requirement for the government to provide for a training program in a designated occupation. In fact, in many occupations, the board does not prescribe a training program, as it does in designated trades, but rather prescribes the competencies a person seeking certification must demonstrate.





## Tool and Die Maker

The tool and die maker trade, a red seal trade, was designated in 1984 as a trade without an apprenticeship program, as was permitted at that time. Certification in the trade was voluntary. Under the *Apprenticeship and Industry Training Act*, which came into effect on January 1, 1992, designated trades are now required to have an apprenticeship program.

The tool and die maker trade is challenged by a number of factors, including the size of Alberta's manufacturing base, changing technology and the number of employers and apprentices participating in training. At the end of December 2008, there were six apprentices.

First and second period apprenticeship technical training is offered in combination with the machinist trade. Third and fourth period technical training is available through an agreement with Manitoba.

The designation of the trade continues until April 1, 2011. Until then, apprentices registered before May 1, 2009 have the opportunity to complete their apprenticeship program and be certified. No new apprentices will be registered after May 1, 2009.

## Role of Provisional Committees

A provisional committee may be established by the board to review an application for the designation of a trade or occupation and to provide it with advice about designation and implementation. The role and responsibilities of provisional committees vary slightly, consistent with the difference between designated trades and occupations.

A provisional committee consists of a presiding officer and to the extent possible equal numbers of employer and employee representatives. For proposed designated occupations, the board is authorized to recognize an existing committee as the provisional committee.

Provisional committees provide advice on the scope and work of the proposed trade or occupation, and the standards and requirements of training and certification. They provide advice on the availability of people to serve on local and provincial apprenticeship committees or on occupational committees. Provisional committees for a proposed trade also provide advice on the potential for a continuing supply of apprentices and a program of transition.

In exercising their responsibilities, provisional committees:

- consult with industry (organizations, associations, employers, and employees) on;
  - the scope of the proposed trade or occupation,
  - the training and certification needs of employers and workers,
  - the proposed standards and requirements for training and certification,
- consult with relevant provincial apprenticeship committees and occupational committees about potential overlap with existing designated trades or occupations,
- communicate with industry at large on any other matters that may be before the provisional committee, and
- actively promote the apprenticeship and industry training system in Alberta.

When the trade or occupation has been designated but prior to the designation coming into effect, the provisional committee develops, for recommendation to the board:

- course outlines to be used by the training institutions to provide technical training to apprentices,
- competency profiles or training programs in designated occupations,
- record books to track progress through an apprenticeship program or an occupational training program, and
- examinations and other tools by which the skills and knowledge of apprentices and applicants for certification can be assessed to ensure they meet industry's standards.

Provisional committees for designated trades also recommend accreditation agreements to be adopted by the provincial apprenticeship committee when the trade designation comes into effect. These agreements recognize training and certification from outside Alberta's apprenticeship and industry training system.

# Changing Trades and Occupations

The board with the approval of the minister makes changes to training and certification standards in trades and occupations. The board relies on industry committees, particularly provincial apprenticeship committees and occupational committees, to identify needs, recommend changes and provide a rationale. Provincial apprenticeship committees, with the assistance of their local apprenticeship committees, regularly review their course outlines and their training and certification standards to ensure that technical training keeps pace with changes in technology and the workplace. As well, occupational committees regularly review their competency profiles and training programs where they exist, to

ensure the competencies and standards for their occupation are current.

In 2008-2009, the board with the approval of the minister made changes to the **trade regulations** for the auto body technician, cabinetmaker, floorcovering installer, motorcycle mechanic, water well driller and welder trades. These changes are the result of the ongoing review of regulations by the provincial apprenticeship committees.

As a result of recommendations from provincial apprenticeship committees, the board made changes to the **course outlines** of the boilermaker, communications technician, floorcovering installer, lather-interior systems mechanic, painter

and decorator, parts technician, and power system electrician trades. These changes support the development and maintenance of course content and outcomes that are current and relevant to the workplace.

All trade and occupation regulations have expiry dates to make sure they are relevant and necessary. The board systematically evaluates each trade and occupation to make sure they are viable and sustainable, and reviews the trade or occupation regulations to ensure they continue to reflect the needs of industry. In 2008-2009, the expiry dates for nine trade regulations and one trade-related regulation were extended.

## Changes to Course Outlines

**Boilermaker** – The course outline was re-structured. Rather than four sessions (two in the first period) of technical training of six weeks, there will be three sessions of technical training of eight weeks, one in each period. The overall number of weeks of technical training remains the same.

**Communication technician** – The course outline underwent significant revision to remove obsolete technology and some duplication, and to bring it up to date with current industry needs. The technical training in the first three periods has been reduced from eight to six weeks. The final period of technical training remains eight weeks.

**Floorcovering installer** – The course outline was revised to focus on alignment with the National Occupational Analysis, including the addition of laminate and pre-finished hardwood flooring in the first and second periods. Second period technical training will be increased by one week to cover the new course outline content.

### Lather-interior systems mechanic –

The course outline was revised to reflect current industry requirements, reduce duplication, and ensure that the learning objectives are spread evenly between all three periods. Second period technical training was increased from six to eight weeks.

**Painter and decorator** – The course outline was revised to reduce repetition between periods of training and to better correspond with industry requirements.

**Parts technician** – A new course outline was developed to reflect the merger between the parts technician trade and warehousing occupation. It includes the previous content in the parts technician branch and materials technician branch.

**Power systems electrician** – The course outline was revised in the first and second period to reflect changes to the electrician course outline (common training) and updated in the third and fourth periods to align with common industry practices.

## New Regulations

### Field Heat Treatment Technician Occupation Regulation –

Sets out the undertakings and the tasks, activities and functions in the designated occupation. The regulation came into effect on August 1, 2008 with the designation of the occupation.

### Industrial Construction Crew Supervisor Occupation Regulation –

Sets out the undertakings and the tasks, activities and functions in the designated occupation. The regulation came into effect on July 1, 2008 with the designation of the occupation.





## Changes to Trade Regulations

**Auto Body Technician** – Added the auto body technician branch to the auto body technician trade. The new branch creates a single path from prepper to completion as a technician, avoiding the complexities of dual apprenticeships while still providing access to both red seals and existing branches.

**Floorcovering Installer** – Reduced the number of periods of apprenticeship from three to two periods. There continue to be two periods of technical training.

**There were minor changes in the following trade regulations to improve clarity**

**Cabinetmaker** – The undertakings and the tasks, activities and functions were amended to remove duplication and to better reflect the work of the trade.

**Motorcycle Mechanic** – The undertakings of the trade were amended to better align the definition of motorcycle with that used by Alberta Transportation.

**Water Well Driller** – The undertakings of the trade were amended to clarify the terminology used in the maintenance and shutting down of water wells.

**Welder** – The ratio of journeypersons to apprentices was changed from 1:2 to 1:3 for the welder branch of the trade and from 1:3 to 1:5 for the wire process operator branch to enable the training of more apprentices.

## Expiry Date Extensions

**Auto Body Technician Trade Regulation**, new regulation effective February 1, 2009, expiry date August 31, 2017

**Boom Truck Operator Exception Regulation\*** extended until October 31, 2013

**Crane and Hoisting Equipment Operator Trade Regulation** extended until October 31, 2013

**Electric Motor Systems Trade Regulation** extended until August 31, 2018

**Elevator Constructor Trade Regulation** extended until August 31, 2011

**Floorcovering Installer Trade Regulation** extended until August 31, 2014


**Lather-Interior Systems Mechanic Trade Regulation** extended until August 31, 2017

**Parts Technician Trade Regulation**, new regulation effective May 1, 2008, expiry date August 31, 2013

**Roofer Trade Regulation** extended until August 31, 2017

**Tool and Die Maker Trade Regulation** extended until March 31, 2011

\* Boom truck operator is part of the crane and hoisting equipment operator trade.



## Attend Training and Be Successful

Key initiatives of the technical training seat strategy developed by the board include:

- a new technical training benefits handout that lists benefits to apprentices and employers of regular attendance at technical training,
- a new technical training tagline, *Attend Training and Be Successful*, that will be added to apprenticeship and industry training publications and promotional pieces,
- a new web page dedicated to technical training that features easy navigation to various materials and information ([www.tradesecrets.gov.ab.ca/ttschedules](http://www.tradesecrets.gov.ab.ca/ttschedules)),
- a new mini-CD, plug and play format, containing a short tutorial on navigating the record book, class calendar and Tradesecrets website (under development), and
- a toll free number that apprentices and employers can call for information on availability of seats 1-877-839-SEAT (7328).



# Increasing Access to Technical Training

Over the past several years there has been a steady increase in the number of technical training seats offered at post-secondary institutions including those outside Edmonton and Calgary. There was more than a 70 per cent increase in the number of seats offered in the 2008-2009 school year compared to 2004-2005.

While technical training seats in Edmonton and Calgary may be oversubscribed in the largest trades, there are often vacant seats at institutions outside these cities. In addition, some apprentices choose to attend technical training outside their home area. Consequently, the board asked the ministry to conduct a study on why apprentices have chosen to attend technical training outside their home area.

The main reasons provided by respondents included the location of the institution (32 per cent), the availability of seats (20 per cent), the size of the institution or town (19 per cent), the reputation of the institution (17 per cent), and the amenities and conveniences of the institution (15 per cent). Other reasons such as a parent

had attended the same school or dissatisfaction with their previous school were indicated by 10 per cent of those interviewed. Affordability was mentioned by six percent of respondents. Apprentices liked the affordability of the dorms, and some stated they could not afford to go elsewhere. For some respondents, the fact that the institution did not require payment of tuition in full on registration for technical training was a factor.

The study findings also indicated that 92 per cent of respondents were satisfied with the training they received, and 89 per cent would consider taking technical training in the future at the same institution.

The board used the results of the study to develop a technical training seat strategy to help apprentices complete their training, consider all the training options available when making the decision to attend technical training, and to encourage employers to assist their apprentices to attend technical training.

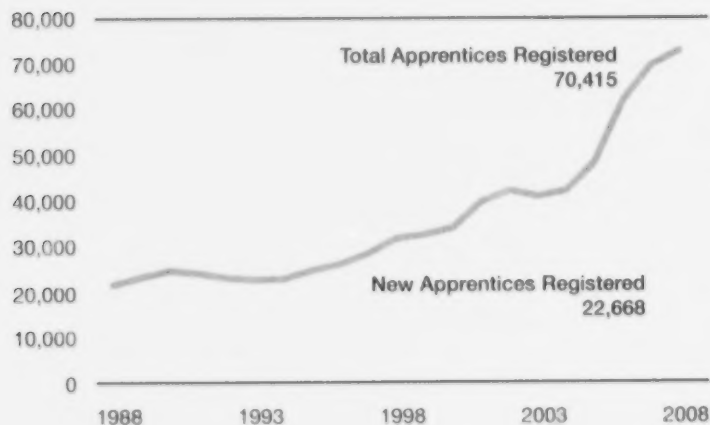
## Employment Insurance (EI) Benefits for Apprentices

In 2008-2009, the board worked with Service Canada to understand and improve access to employment insurance (EI) benefits for apprentices attending technical training. The board wanted to identify ways to reduce the number of apprentices who are not receiving their employment insurance benefits as soon as it was legally possible to receive them. Some new processes in place through Service Canada to facilitate the process for apprentices include:

- a pilot project in northern Alberta to resolve a majority of apprentice issues at first point of contact,
- online access to basic information about an apprentice's EI application,
- identification of specific individuals to work as liaison with the post-secondary institutions,
- a sub-plan benefit which tops up the benefits to apprentices, and
- an information flyer for apprentices and employers.

The board will continue to work with the ministry and Service Canada on ideas to improve processes.

## Apprentices Registered by Year, 1988-2008



Source: Alberta Advanced Education and Technology

\* This graph represent statistics covering calendar years (January to December).

# Maintaining High Quality Standards

---

The board is accountable to the Minister of Advanced Education and Technology and to Albertans for the performance of the apprenticeship and industry training system. As part of this accountability, the board is committed to pursuing the highest level of performance. To help the board measure the effectiveness of the system and to maintain high quality standards, the board supports a number of projects that assist it to better understand the needs of apprentices and employers.

In 2008-2009, the following were completed:

- Employer Satisfaction Survey\*, and the
- Apprentice Completion Rate Improvement Plan.

In 2007-2008, the board asked the ministry to conduct a study to better understand why some apprentices do not complete their apprenticeship training programs. The loss of apprentices is a

loss of investment to industry and society. The highest turnover for apprentices is in the first period of their training, and the reasons for not completing were varied. In response to the results of the survey, the board developed a completion rate improvement plan aimed at encouraging and enabling more apprentices to complete their programs. The plan focusses on addressing those reasons for not completing that can be affected by Alberta's apprenticeship and industry training system.

\*The Employer Satisfaction Survey is conducted every two years, alternating with the Apprentice Graduate Satisfaction Survey.

## Employer Satisfaction Survey Results

---

One measure of the effectiveness of the apprenticeship and industry training system is the survey of employer satisfaction conducted in alternate years. The employer satisfaction survey seeks to understand:

- employer satisfaction with the effectiveness of apprenticeship training, and

- responsiveness of the apprenticeship and industry training system to the skill requirements of the Alberta economy – measured by the extent to which employers' requirements for skilled journeypersons are accommodated by the apprenticeship and industry training system.

The majority of employers who participated in the 2008 survey expressed satisfaction with:

- the skills of certified journeypersons (95%),
- apprenticeship technical training (86%), and
- effectiveness of on-the-job training (96%).

## Apprentice Completion Rate Improvement Plan

---

Key actions of the plan include:

- conducting a pilot project with apprentices who withdraw in final period of their apprenticeship program to determine the reasons and to offer any assistance they might need to complete their apprenticeship training,
- visiting all first year apprentices during their first week of technical training to tell them about apprenticeship and identify who they should contact with any problems relating to their apprenticeship program, and
- encouraging employers to retain apprentices and to give special support during the first year of apprenticeship through promotional events and literature as well as regular contact.

## Apprentice Completion Rates

During the 2007-2008 school year, 77% of apprentices who completed the first year of their program (including on-the-job training and work experience, technical training and examinations) went on to complete their apprenticeship within two years of the earliest completion date.



# Recognizing Work Experience, Training and Certification

The recognition of work experience, training and certification is essential for labour mobility. A mobile workforce, appropriately trained and certified, helps Alberta industry meet its needs for skilled tradespeople. Similarly, it allows certified journeypersons and Alberta industry to compete and work across Canada and globally.

For about 50 years, the Interprovincial Standards Red Seal Program (Red Seal Program) has been the primary vehicle for the recognition of tradespeople across the country. The board and the ministry work closely with the Canadian Council of Directors of Apprenticeship which is responsible for the management of the Red Seal Program. The board has always recognized certificates with a red seal endorsement. The red seal endorsement is widely recognized and respected by industry as a standard of excellence.

In the last few years, the governments of Canada and the provinces and territories identified the need for greater labour mobility. Alberta and British Columbia signed the *Trade, Investment and Labour Mobility Agreement (TILMA)*. All governments agreed to amend the labour mobility chapter (Chapter 7) of the *Agreement on Internal Trade*. Both the TILMA and the revised Chapter 7 come into effect on April 1, 2009.

The board is responsible for ensuring that Alberta's trades and occupations comply with these agreements. At the same time, the board is committed to maintaining Alberta's reputation for high-quality apprenticeship and industry training that supports the needs of industry. During 2008-2009 the board, on the recommendation of the applicable provincial apprenticeship committees, recognized certificates in non-red seal trades issued in British Columbia in order to comply with the TILMA. In February 2009, the board approved broader recognition of certificates from across Canada to comply with the *Agreement on Internal Trade*.

All certificates in a designated trade or occupation issued by a regulatory authority in a Canadian province or territory are now recognized in Alberta. This includes certificates in red seal trades that do not have a red seal endorsement. As well, the board has recognized other certificates. These include certificates issued by the Department of National Defence (Canada) and certificates in the elevator constructor trade and the water well driller trade. Recognized certificates are posted on [www.tradesecrets.gov.ab.ca/certificates](http://www.tradesecrets.gov.ab.ca/certificates).

During the past year, employers continued to recruit foreign tradespeople into

Alberta for various projects. In compulsory certification trades, these workers are allowed to work under the supervision of a certified tradesperson but must progress towards certification within 180 days of arrival in Alberta. The time period may be extended provided that positive steps have been taken towards attaining certification. Employers are encouraged to provide trade refresher programs, technical English, trade terminology, and training on applicable codes (electrical, plumbing) during this period to assist their employees to be successful in becoming certified.

## Certification and Certificate Recognition Order

Under the *Apprenticeship and Industry Training Act*, the board is responsible for establishing the standards and requirements for certification under the Act and for recognizing certificates as equivalent to certificates granted under the Act. In February 2009, the board approved the *Certification and Certificate Recognition Order*, Board Order 2/2009, which is available on the apprenticeship and industry training website [www.tradesecrets.gov.ab.ca](http://www.tradesecrets.gov.ab.ca) (click on *Forms and Publications* in the Side Menu, then *Legislation* in the Top Navigation Bar with Drop Down Menus). This order establishes the requirements for certification in designated trades and occupations in Alberta and recognizes certificates as equivalent to Alberta trade and occupational certificates.



## Trade Certificate Verification – Tips for Employers

Employers with questions about a trade or occupational certificate presented to them (including an Alberta certificate) by a prospective employee should check with the province or territory that issued it. Recommended steps for verifying a certificate:

1. Obtain the certificate holder's written permission to allow the issuing province or territory to provide you with verification of the certificate's authenticity.
2. Confirm the certificate holder's legal name (correct spelling required) and date of birth.
3. Photocopy both sides of the certificate.
4. Fax the above information to the jurisdiction that issued the certificate and request verification of its authenticity.

Links to provincial and territorial apprenticeship training authorities are available at [www.tradesecrets.gov.ab.ca](http://www.tradesecrets.gov.ab.ca) under *Related Links* in the Side Menu. If the issuing province or territory tells you the certificate does not appear to be authentic, contact the nearest Alberta apprenticeship and industry training office.

## Interprovincial Standards Red Seal Program

The Interprovincial Standards Red Seal Program (Red Seal Program) was established 50 years ago to provide greater mobility across Canada for skilled workers. Through the program, apprentices who have completed their training and certified journeypersons are

able to obtain a red seal endorsement on their trade certificate by successfully completing an interprovincial standards examination.

The strength of the Red Seal Program is common interprovincial occupational standards supported by National Occupational Analyses that are developed by industry from across Canada. These standards are held up by the revised Chapter Seven of the *Agreement on Internal Trade* as a model of the kind of interprovincial standards that jurisdictions should strive to adopt in other occupations.

The red seal endorsement is widely recognized and respected by industry as a standard of excellence. In certain work environments, it may provide a competitive hiring advantage. Some employers may require workers to have a red seal endorsement before they hire them.

Alberta participates in 47 of the 50 red seal trades. Most high-demand construction trades are designated red seal trades. The landscape horticulturalist trade recently was designated as the 50<sup>th</sup> red seal trade.

## Agreement on Internal Trade

The *Agreement on Internal Trade* is an agreement signed by the federal, provincial and territorial governments. Like the TILMA, it is intended to remove barriers and make the movement of goods, services, investment and workers between provinces and territories easier. Chapter Seven, respecting labour mobility, was recently revised. The revisions come into effect on April 1, 2009.

Chapter Seven requires individuals who hold a certificate or license in a trade or occupation to be recognized by all other provinces and territories that issue a similar certificate or license without significant additional training, experience, examination or assessment of qualifications.



## TILMA

The Trade, Investment and Labour Mobility Agreement (TILMA) was signed by the governments of British Columbia and Alberta. The TILMA eases the movement of goods, services, investment and workers between Alberta and British Columbia. It came into effect on April 1, 2007 and will be fully implemented on April 1, 2009, following the conclusion of a two-year transition period.

The TILMA requires individuals who are qualified or certified in an occupation in one province to be recognized by the other province as qualified to practice that occupation in that province without significant additional training, experience, examination or assessment of qualifications.

## Changes to the Qualification Certificate Program and the Equivalency Program

The Qualification Certificate Program provides an opportunity for individuals to prove that their skills and experience meet the standards set for trade or occupational certification in Alberta. The Equivalency Program is used to recognize individuals who have already met standards that are comparable to Alberta's. Tradespeople with recognized certificates are permitted to work in Alberta.

In 2008-2009, the board made changes or enhancements to these programs and processes to ensure the integrity of trade and occupational standards is maintained.

Changes to the Qualification Certificate Program and the Equivalency Program include:

- Applicants in the Qualification Certificate Program who do not hold a certificate from another Canadian jurisdiction now require a competency declaration from their current employer. Consistent with the involvement of employers in the training of apprentices, this involves employers in the certification of people who have not completed an Alberta apprenticeship program. Employers are in the best position to know whether an applicant has the hands-on skills and experience expected of a certified journeyperson who is working in that trade.
- Alberta equivalency documents are no longer issued to individuals who hold a certificate with a red seal endorsement. The red seal endorsement is well recognized by industry.
- The format of the equivalency document has changed. It is now a wallet-size card that confirms the holder is permitted to work in the trade in Alberta. It is issued, on application, to individuals who hold a recognized certificate other than a certificate with a red seal.
- Applicants for an equivalency document must now apply in person as it gives the opportunity to verify the applicant's identity.

## Impact of labour mobility agreements on Alberta trades and occupations

While the TILMA and the Agreement on Internal Trade apply to all Alberta designated trades and occupations, they will have the greatest impact on Alberta's compulsory certification trades (19 of 50 trades). Alberta now recognizes certificates from other jurisdictions that do not have a red seal endorsement. To work in a compulsory certification trade, an individual must be a registered apprentice, or an Alberta journeyperson, or hold certification that is recognized in Alberta, or be otherwise permitted to work in the trade (for example, have applied for apprenticeship or certification).

# Strengthening the Capacity of the Industry Committee Network

---

The industry committee network is the foundation of Alberta's apprenticeship and industry training system. The network includes the board and local and provincial apprenticeship committees, occupational committees, provisional committees, and ad hoc committees established by the board from time to time. The board is responsible for establishing these committees and appointing their members. While some

committees have legislated membership numbers, the board responds to the needs of industry by varying the size and industry representation as required in specific circumstances, within these limitations.

The members of the committees are the eyes and ears of industry at large. Effective communication with industry and within the network of industry

committees is critical to the success of the Alberta apprenticeship and industry training system. The board relies on the information brought forward from various committees to make appropriate decisions and recommendations about training and certification that will meet industry's needs.

---

## Training New Industry Committee Members

The board continued to strengthen the capacity of the industry committee network by providing orientation sessions for new provincial apprenticeship committee members. The orientation sessions familiarize new members with the structure and function of provincial apprenticeship committees and their roles and responsibilities as members.

The information new provincial apprenticeship committee members gain through these workshops helps them be more effective in reflecting industry's needs and providing advice and recommendations to the board about training and certification standards in their trade.

Seven of these workshops have been held since 2006-2007. The goal is to reach as many as 60 of the newest committee members each year by holding up to two orientation sessions annually.



## The Industry Committee Network

Alberta's apprenticeship and industry training system relies on a network of over 160 committees made up of approximately 750 individual industry representatives. Trade and occupational committees are composed of equal numbers of employers and employees.

# Structure and Organization of the Alberta Apprenticeship and Industry Training System











## Promoting Training in the Trades and Occupations

Recognizing the shortage of skilled tradespeople and the demographic changes underway in Alberta, the board promotes the pursuit of careers and the training and certification of people in the designated trades and occupations.

The board and the ministry work with industry and organizations to encourage increased awareness, participation and success in the apprenticeship and industry training system. A number of programs to help youth and Aboriginal people, in particular, start their careers in the trades have been established.

The Board also works to enhance the image of a career in the designated trades and occupations, promoting apprenticeship and occupational training as integral to the advanced learning system, and an excellent, post-secondary educational choice.

Scholarships play a role in attracting people to the designated trades and occupations and provide encouragement as apprentices and trainees progress through and complete their training. They enhance the profile of training and education in the trades and occupations by making it consistent with other post-secondary education choices for which there are scholarships. The board also recognizes the high achievements of apprentices as well as the efforts of industry, who are critical partners in producing highly skilled and trained tradespeople.

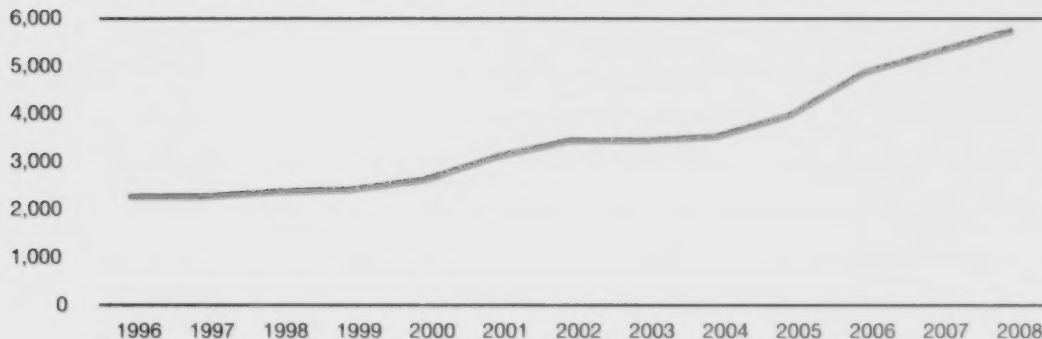
## Supporting Women in the Trades

The board fostered relationships with organizations that promote women in the trades, including:

- Women Building Futures (WBF), a non-profit organization based in Edmonton that helps attract women into the construction trades, provides pre-trades training and mentorship for women entering or already in the trades. With the generous support of industry, WBF opened a new training and housing facility in 2006. The new facility will help more than 400 women each year to enter new and rewarding careers in the trades.
- The board continued to support industry initiatives such as the Construction Owners Association of Alberta's (COAA) Opportunities for Women in Construction best practice development, and the COAA yearly best practices conference.

### Total Number of Women Apprentices Registered, 1996-2008

5,745 women apprentices were registered as of December 31, 2008.



Source: Alberta Advanced Education and Technology

\* This graph represent statistics covering calendar years (January to December).



*"One of the advantages and benefits of hiring RAP students is that you can teach them the right skills required to become hard working tradesmen that produce products and services to the standard of the company."*

Marcel Bordeleau  
Employer of RAP Apprentices  
Journeyman Sheet Metal Worker  
Co-Owner, Trademark Plumbing  
& Heating Ltd.  
Bonnyville, Alberta

Chad and Marcel Bordeleau, Co-Owners, Trademark Plumbing & Heating Ltd., Bonnyville

# Attracting Youth to Careers in the Trades

## Helping Students Find Their Place in the Trades

Since 2001, the board has hosted *Helping Students Find Their Place in the Trades* information sessions throughout the province. The purpose of the sessions is to help school counsellors, off-campus education coordinators, students and parents see preparation for a career in the trades as another quality post-secondary option, and to provide students with the same opportunity to access information about the trades as they would have with any other post-secondary education choice.

In 2008, the board held sessions in Bonnyville and Edmonton. The agenda for the sessions included a detailed presentation about the trades, a description of the resources that are available, and the chance for the audience to have their questions answered by a panel of industry professionals.

Evaluations of both events were positive. Participants indicated the panel discussion was most informative. Parents and teachers welcomed the opportunity to learn from and speak with the board representative and ministry contacts. Students felt that they had learned a great deal including where to get help to start a career in the trades.

*"The RAP program is great program and very rewarding, not only allowing students to gain experiences, but also allowing them to get a head start towards choosing and achieving a career."*

*I began the apprenticeship for my trade in Grade 10. I continued to work at it for two years (part time) and full time during the summer months.*

## Registered Apprenticeship Program

More than 1,800 high school students participated in the Registered Apprenticeship Program (RAP) in 2008. RAP allows high school students to participate in an apprenticeship program while they are still attending school. RAP apprentices earn hours of on-the-job training and work experience as credit toward their apprenticeship program and their high school diploma, as well as an income.

## Youth Apprenticeship Project

The Youth Apprenticeship Project (YAP) operates in three northern Alberta communities: High Prairie, Lac La Biche and Wabasca-Demarais. YAP helps students explore career options through hands-on learning activities in school and at worksites, and by viewing demonstrations of workplace skills by journeypersons and other professionals. As of March 2009, approximately 250 students in Grades 7 to 11 were

participating in YAP. This experience sparked interest in apprenticeship training for almost 30 YAP students who have enrolled in RAP in their grade 9 or 10 year. School administrators report that YAP students:

- remain registered as active participants,
- are career focused,
- are positive employees in community enterprises, and
- are at or above their peers academically.

## Youth in Transition to Apprenticeship Project

The Youth in Transition to Apprenticeship Project assists in connecting young people, aged 18-30, who want a career in the trades, with companies looking to hire apprentices. The project has operated in Edmonton and Calgary with over 100 registered apprentices.

## Apprenticeship Facts

High school RAP students are employed at approximately 1,400 employer sites. As of December 31, 2008, over 3,100 apprentices who started RAP in high school were continuing in a regular apprenticeship program.

*With the RAP program, I got credits towards my High School Diploma and at the same time was able to collect enough work hours to attend my first two years of apprenticeship technical training. I received my plumber/gasfitter journeyman certificate at the age of 21. Now at the age of 27, I have owned and operated my own business for 5 years."*

**Chad Bordeleau**  
Former RAP Apprentice  
Journeyman Plumber and Gasfitter  
Co-Owner, Trademark  
Plumbing & Heating Ltd.  
Bonnyville, Alberta

# Helping Aboriginal People Find Careers in the Trades

## Apprenticeship Preparation for Aboriginal People

Apprenticeship Preparation for Aboriginal People is an essential skills project developed to assist Aboriginal people who need workplace skills to participate in apprenticeship programs. The project has an applied, hands-on learning curriculum that focuses on literacy, numeracy, science and work maintenance skills. Assistance is provided through practical academic lessons, continual personal support, tutoring, work experience, work place readiness and assistance with job acquisition and retention. More than 60 participants have completed the project piloted in Lethbridge, Wetaskiwin and St. Paul. Another 33 participants are currently enrolled in the project in Lac La Biche. A number of these graduates have become registered Alberta apprentices.

## Alberta Aboriginal Apprenticeship Initiative

Previously the Alberta Aboriginal Apprenticeship Project, the Aboriginal Apprenticeship Initiative project was launched on April 1, 2008 to continue to assist Aboriginal people to enter and complete apprenticeship programs. Operational in Edmonton and Fort McMurray, the initiative assists First Nations, Métis and Inuit people to register as apprentices and supports them both on-the-job and in technical training. As of March 2009, 195 Aboriginal apprentices were registered.

## Apprenticeship Facts

As of December 31, 2008, more than 1,800 Aboriginal people were registered in Alberta as apprentices.

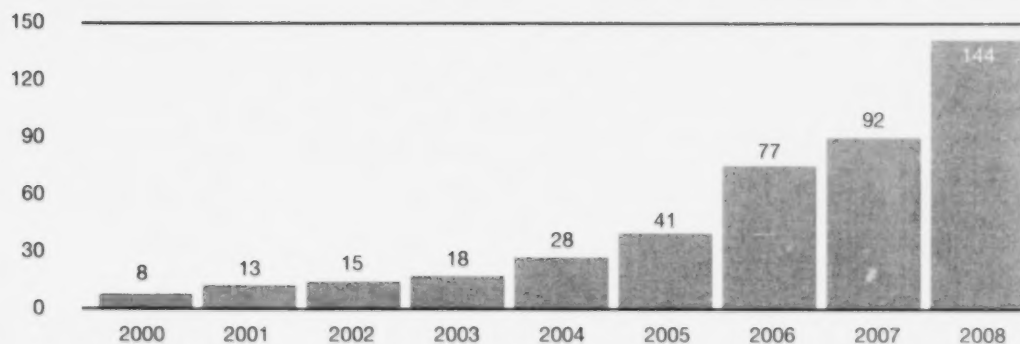
(See Table 12 in the Appendices).



Linda Stephan and her daughter April are hoping their positive experiences in the welder trade will spark interest among other Aboriginal people to pursue a career in the trades. April is "...excited to be working as a welder. I love the hands-on work and the fact that I can be creative." Linda believes "it's a great career to get into because you always have the certificate behind you, and many doors open for you once you become certified."

April and Linda Stephan, First Nations journey-person welders.

Completed Aboriginal Apprentices, 2000-2008



Source: Alberta Advanced Education and Technology





# Recognizing Excellence in the Trades and Occupations

Each year the board, with support of industry, recognizes exceptional individuals and companies who are participating in the apprenticeship and industry training system. Awards and scholarships reflect the board and industry's appreciation and play a role in attracting people to the trades and occupations.

## Alberta Apprenticeship and Industry Training Board Family of Scholarships

The board, in partnership with industry and the Government of Alberta, created

the Alberta Apprenticeship and Industry Training Board Family of Scholarships. The board's Family of Scholarships includes:

- Alberta Apprenticeship and Industry Training Scholarships,
- Top Apprentice Scholarships,
- Pre-Apprentice Scholarships, and
- Registered Apprenticeship Program (RAP) Scholarships.

Scholarships of \$1,000 and \$1,500 are available annually. These scholarships are awarded to recognize excellence and encourage registered apprentices and trainees to complete their apprenticeship or occupational training programs.

A total of 728 scholarships valued at \$732,500 were awarded to apprentices in 2008-2009, an increase of 154 scholarships over the previous year.

## RAP scholarships

This year, the board awarded 425<sup>1</sup> Registered Apprenticeship Program (RAP) scholarships of \$1,000 each to high school graduates throughout the province. These scholarships recognize the academic and trades-related accomplishments of high school students registered in RAP and encourage them to continue their apprenticeship program after high school. In October and November 2008, CAREERS: the Next Generation and the board co-hosted events in Calgary and Edmonton to honour recipients.

Since 2001, 1,641 RAP Scholarships have been awarded.

<sup>1</sup> See appendices for list of recipients

## Alberta Apprenticeship and Industry Training Scholarship Program

The Alberta Apprenticeship and Industry Training Scholarships are designed to recognize excellence of Alberta apprentices in a trade, and trainees in a designated occupation, and to encourage recipients to complete their apprenticeship or occupational training program. These scholarships were made possible through the support of more than 300 organizations,

associations, individuals from industry and the Government of Alberta, and are awarded annually.

In 2008-2009, 273<sup>2</sup> apprentices were awarded an Alberta Apprenticeship and Industry Training Scholarship, valued at \$1,000 each. Recipients included apprentices from 39 trades, 33 women and 13 Aboriginal people. In addition, four Pre-Apprentice Scholarships and five Top Apprentice Scholarships of \$1,500 were awarded.

Over the last seven years, 1,362 Alberta Apprenticeship and Industry Training Scholarships have been awarded.

<sup>2</sup> See appendices for list of recipients.

## Academic achievement of scholarship recipients

Approximately 55 per cent of all RAP scholarship recipients have met the academic requirements to also receive the Alexander Rutherford Scholarship which recognizes academic achievement in senior high school.

Over 25 per cent of all applicants for an Alberta Apprenticeship and Industry Training Scholarship achieve an academic standing over 90 per cent.





*"With the generous support of industry, we were able to surpass our fundraising target this year and create many more scholarships for*

*apprentices. We know that scholarships are having an impact on apprentices and that's fantastic."*

**John Brogly**  
Chair, Alberta Apprenticeship and Industry Training Board Fundraising Committee  
Manager of Engineering Support, Horizon Project, Canadian Natural Resources, Ltd.  
Fort McMurray, Alberta

## Scholarship Fundraising Initiative

Through the Access to the Future Fund, the Alberta government committed to match total scholarship donations by industry up to \$800,000 every year. Since the announcement of this annual funding strategy, a combined total of \$1.6 million has been invested in apprentice and occupational training scholarships. In the past year, the board supported the work of an industry committee of volunteers on expanding the endowment for the scholarship program. Employers played an integral role in creating these scholarships and building Alberta's labour force. By rewarding today's apprentices, employers are working towards retaining their future employees. Thanks to the generosity of industry an additional \$817,000 was contributed for new scholarships in 2008-2009.

## Alberta Apprenticeship and Industry Training Board Awards

Each year the board recognizes apprentices, employers and instructors for their achievements in the designated trades and occupations. The 12<sup>th</sup> annual Alberta Apprenticeship and Industry Training Board Awards ceremony in February 2009 honoured 56 top apprentices, two top employers, a top employer of Aboriginal apprentices and two top instructors, all who are critical to the success of the apprenticeship and industry training system.

## Special Recognition Award

The Alberta Apprenticeship and Industry Training Board presents a Certificate of Special Recognition to individuals who have made significant contributions to their trade and to the apprenticeship and industry training system. This year the board honoured the Watson family for their support of Alberta's apprenticeship and industry training system over four generations. Bill Watson (or Curly, as he was best known) received Certificate Number 1 for plumbers in the Province of Alberta, in 1930. Since then, members of the family have made exceptional contributions to the Alberta Apprenticeship and Industry Training Board, the board's scholarship program, provincial and local apprenticeship committees, Skills Canada competitions and post-secondary fundraising activities.



### Special Recognition Award

From left: Brian Bickley, Chair, Alberta Apprenticeship and Industry Training Board; Bill Watson; Don Watson; Doug Horner, Minister, Advanced Education and Technology

## Top Employer

The Top Employer Award celebrates the outstanding contributions that employers have made to apprentices and to apprenticeship training in Alberta. These employers have demonstrated a strong support of apprenticeship training, made efforts to increase the probability of an apprentice's success, and created an environment of excellence.

### 2008 Recipients

North Region: Daishowa-Marubeni International Ltd.

South Region: Goldec Hamms Manufacturing Ltd.

## Top Employer of Aboriginal Apprentices

The Top Employer of Aboriginal Apprentices Award celebrates the outstanding contributions that employers have made to Aboriginal apprentices and to Aboriginal apprenticeship training in Alberta. These employers have demonstrated a strong support of Aboriginal apprenticeship training, made efforts to increase the probability of their apprentices' success, and created an environment of excellence. The 2008 recipient was Harris Rebar, a division of Harris Steel Ltd. of Calgary.

## Top Instructor

The Top Instructor Awards recognize instructors' excellence in teaching, dedication to students and commitment to apprenticeship. Apprentices attending a college or technical institute may nominate an instructor who provides apprenticeship technical training.

### 2008 Recipients

North Region: Terry Knutson, Machinist Instructor, Northern Alberta Institute of Technology, Edmonton

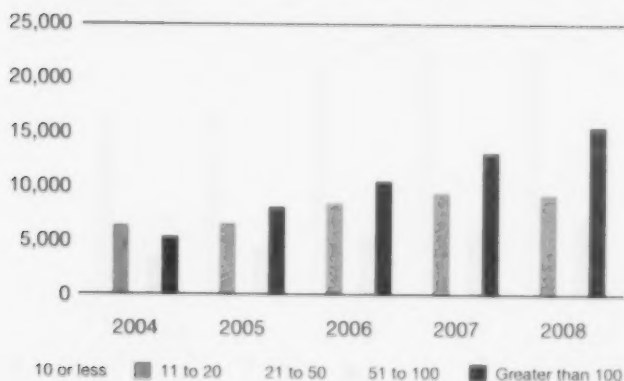
South Region: Shane Olson, Welding Instructor, Lethbridge College, Lethbridge



### Top Apprentice Awards

From left: Brian Bickley, Chair, Alberta Apprenticeship and Industry Training Board; Zach Beagan, Top Apprentice, Auto Body Technician - Auto Body Repairer Trade; Doug Horner, Minister, Advanced Education and Technology

## Total Apprentices Being Trained by Employer Site Size, 2004-2008



Source: Alberta Advanced Education and Technology

\* The size of an employer site is determined by the number of tradespeople

## Top Apprentice

The Top Apprentice Award recognizes Alberta apprentices in their final period of apprenticeship in each trade or branch of a trade who have the highest combined mark (institute theory, institute practical, industry theory and industry practical) and a strong recommendation from their employer.

### 2008 Recipients

36<sup>1</sup> apprentices were recognized

<sup>1</sup> See appendices for list of recipients

## Supporting Skills Competitions

Skills competitions prepare young people for their careers by teaching them leadership, teamwork and problem-solving skills that will help them succeed. The board continues to support provincial, national and international competitions to promote the skilled trades as a first-choice career option for young Albertans. In these competitions, apprentices and students compete in Olympic-style practical challenges that demonstrate their technical and leadership skills and abilities in the areas of communications, construction, manufacturing, transportation and service trades and technologies.

Apprentices who win a gold medal at the provincial and national events and who are 22-years-old or younger in the year of competition are eligible to be part of Team Canada and compete against the world's best from other nations at the biennial WorldSkills Competition. WorldSkills promotes awareness worldwide of the importance of skilled trades and technology to the prosperity of a nation.

### Provincial Skills Competition

This past year the 16<sup>th</sup> Annual Provincial Skills Competition featured over 600 competitors aged 15 to 22 in 40 trade and technology events. Hosted by Skills Canada Alberta, the two-day event in Calgary in May 2008 drew a province-wide audience to witness the display of exceptional skills by high school and post-secondary students.

Gold medal winners became part of Team Alberta and represented the province at the 2008 Canadian Skills Competition, also held in Calgary. In 2009, Skills Canada Alberta will host the Provincial Skills Competition in Edmonton, Alberta on May 13<sup>th</sup> and 14<sup>th</sup>.

### WorldSkills Calgary 2009

Canada is hosting the 40<sup>th</sup> WorldSkills Competition in Calgary, Alberta from September 1 – 7, 2009. The competition will include 45 official and eight demonstration skill areas. Over 1,000 competitors from 51 countries will be in the competition, and more than 150,000 spectators are expected to attend.

WorldSkills will increase international awareness of Alberta as a key destination

to learn, train, work, invest, visit or relocate. It will also provide a tremendous learning opportunity for Alberta students, and encourage youth to explore careers in the trades and technologies. It will highlight the employers who share their expertise and train Alberta's tradespeople, and celebrate the achievements of Alberta's young tradespeople who make valuable contributions to the growth of the province's skilled workforce.

### Canadian Skills Competition

On May 30, 2008, 55 of Alberta's top trade and technology students competed in the Canadian Skills Competition in Calgary, Alberta. Testing their skills against participants from across Canada in 35 trade and technology events, Alberta apprentices earned 18 medals: five gold, five silver and eight bronze. Eight Alberta competitors are now part of Team Canada and will compete in the WorldSkills Calgary 2009 Competitions.

The Canadian Skills Competition is Canada's largest national multi-trade and technology competition for Canadian apprentices and students. It helps raise awareness of the trades and technologies among students, parents and educators. The 15<sup>th</sup> annual Canadian Skills Competition will be held in Charlottetown, Prince Edward Island in May 2009.



**Alberta Apprenticeship and Industry Training Board Members Supports WorldSkills Calgary 2009**

Back row from left: Alberta Apprenticeship and Industry Training Board members: Jack Lane, Paul Heyens, Herman Bruin, Brian Bickley (Chair), Brian Hinton and Jeff Norris. Front row from left: WorldSkills Calgary 2009 competitors from Alberta: Craig Spady (Electrical Installations), Daniel Reid (Information Networks Cabling), Daniel Green (Car Painting), Brad Chyz (Sheet Metal Technology) and Steven Dingwall (Industrial Control). Missing: Alberta Competitors: Devon DeBoer (Autobody Repair), Matthew Chadder (IT PC/Network Support) and Tiffany Vandermeij (Painting & Decorating).

## Looking Forward

---

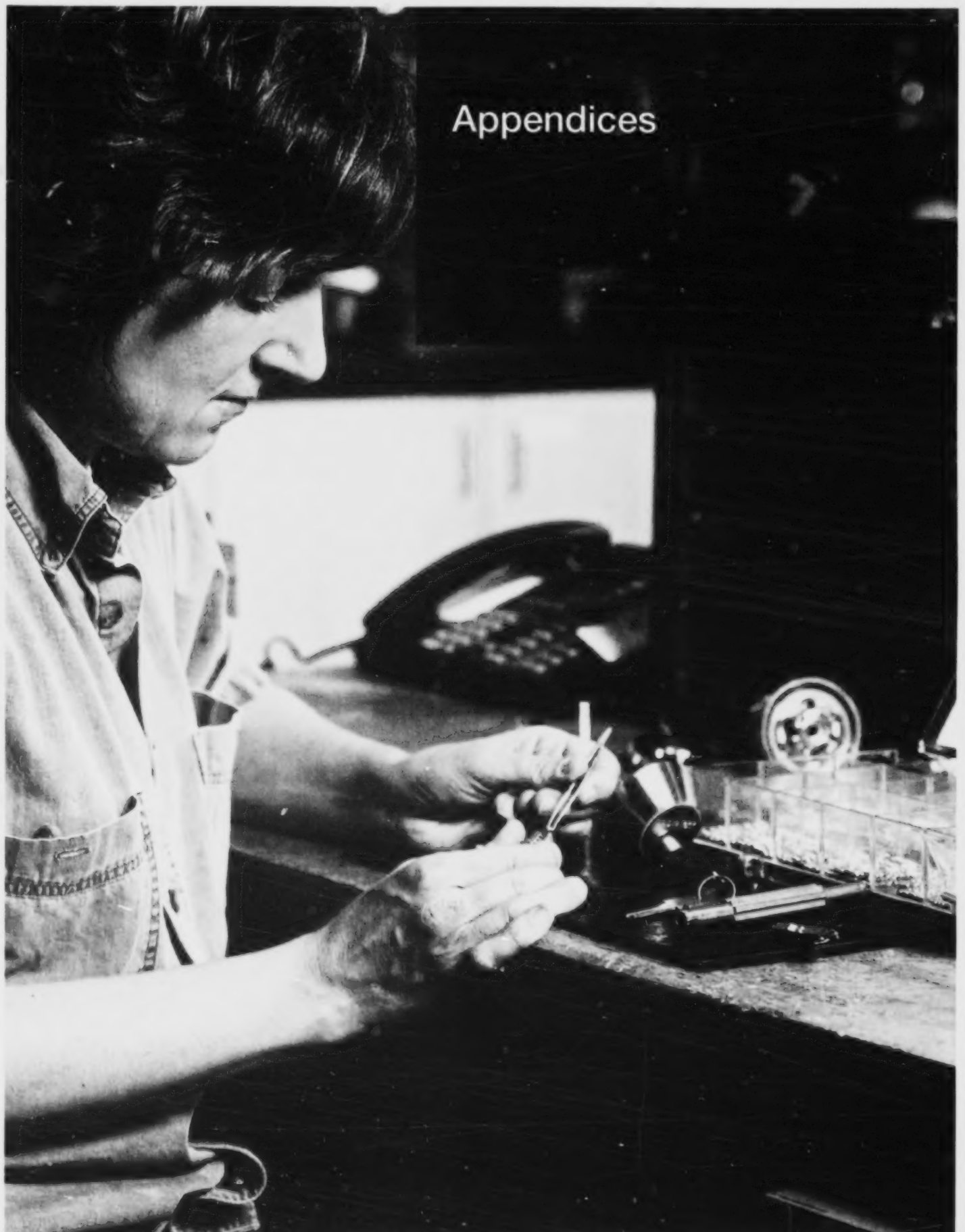
As Alberta transitions to the next generation economy, it will continue to require skilled and trained workers in the designated trades and occupations. Demographics will influence the labour market and future planning to meet the needs of industry. The requirement to attract skilled workers and new apprentices is ongoing. The apprenticeship model of training remains one of the best ways to ensure a supply of quality skilled and trained workers.

In the year ahead, the board will continue to focus on its mandate of establishing and maintaining high quality training and certification standards in apprenticeship and industry training and promoting training in the designated trades and occupations. It will work to increase the participation of Aboriginal, immigrant and other under-represented groups in apprenticeship and industry training programs. It will encourage and support labour mobility while maintaining Alberta's standards. It will promote the Interprovincial Standards Red Seal Program as a recognized standard of excellence while complying with the British Columbia-Alberta Trade, Investment and Labour Mobility Agreement (TILMA) and the Agreement on Internal Trade.

The board looks forward to working with its partners to develop the skilled and trained workers to meet the needs of industry.



# Appendices





# Apprenticeship at a Glance

---

- Alberta has 50 designated trades and nine designated occupations.
- Apprenticeship programs in most designated trades are three to four years in length.
- Approximately 80 per cent of an apprentice's time is spent on the job under the guidance of a certified journeyman or qualified tradesperson. The other 20 per cent involves technical training provided at, or through, a post-secondary establishment – usually a college or technical institute.
- Apprenticeship begins with finding an employer. Employers hire apprentices, pay their wages and provide on-the-job training supervised by a certified or qualified tradesperson.
- Most apprentices are eligible for employment insurance while attending technical training. Apprentices who demonstrate financial need may qualify for a grant while attending technical training.
- The most common age for Alberta apprentices to register in their first trade is 19.
- While in high school, students can become apprentices through the Registered Apprenticeship Program (RAP). In RAP, they obtain hours of on-the-job training and work experience as credit toward both an apprenticeship program and a high school diploma while earning an income.
- To date, more than \$3 million has been awarded to Alberta apprentices through the Alberta Apprenticeship and Industry Training Board Family of Scholarships.
- Alberta's apprenticeship and industry training system relies on a network of over 160 committees made up of approximately 750 individual industry representatives. Trade and occupational committees are composed of equal numbers of employers and employees.
- Technical training is often delivered through what is called 'block release', where the apprentice spends a block of time, generally eight weeks per year in classroom training. Technical training is offered in other formats in some trades, including competency-based apprenticeship training (CBAT), distance delivery, weekly apprenticeship training system (WATS) and mobile delivery, and on-site classes at workplaces.
- Although Alberta has only 10 per cent of Canada's labour force, Alberta employers train more than 20 per cent of the country's apprentices.
- Alberta recognizes apprentices from other jurisdictions at the same level as their home jurisdiction.
- Alberta welcomes tradespeople from other jurisdictions who hold a recognized trade certificate or an Interprovincial Standards Red Seal.
- Alberta has produced more tradespeople with an Interprovincial Standards Red Seal than any other jurisdiction in Canada.

## Statistics at a Glance – 2008

---

- As of December 31, 2008, there were 70,415 registered apprentices in Alberta.
- Apprenticeship registrations have increased by 133 per cent since 1998, and 74 per cent in the last four years.
- In 2008, 22,668 new apprentices registered. Between 2003 and 2008, the average number of new apprentices registered was 18,614.
- As of December 31, 2008, more than 1,800 Aboriginal people were registered in Alberta as apprentices.
- More than 1,800 high school students were registered in RAP as of December 31, 2008.
- High school RAP students are employed at approximately 1,400 employer sites.
- More than 3,100 apprentices who started RAP in high school are currently continuing in a regular apprenticeship program.
- In 2008, apprentices were being trained at more than 14,600 employer sites around Alberta.
- In the 2008/2009 school year, there are more than 1,500 apprenticeship technical training classes being offered.
- In 2008, 9,051 individuals were certified in Alberta's 59 designated trades and occupations.
- According to a 2008 survey of employers, overall satisfaction with Alberta's apprenticeship and trade certification system remains high with 90 per cent of respondents expressing satisfaction with the system.
- The majority of employers who participated in the 2008 employer survey expressed satisfaction with:
  - o the skills of certified journeypersons (95%)
  - o apprenticeship technical training (86%)
  - o the effectiveness of on-the-job training (96%)
- The majority of graduates who participated in the 2007 apprenticeship graduate survey expressed satisfaction with:
  - o the overall quality of on-the-job training (93%);
  - o the overall quality of their technical training (94%); and
  - o their experience with the apprenticeship program – 96 per cent would still have chosen to become an apprentice.
- Advanced Education and Technology staff completed more than 15,000 shop registrations through site visits in 2008. These site visits provide an opportunity to promote apprenticeship and industry training programs, to work with employers and apprentices to ensure the successful completion of apprenticeship training, and to ensure compliance with the *Apprenticeship and Industry Training Act*.

## About the Board

---

The Board consists of:

- a chair
- four members representing employers in designated trades
- four members representing employees in designated trades
- two members representing employers in non-trade occupations
- two members representing employees in non-trade occupations

The Board has five standing committees through which it works:

### **Labour Market Issues and Board Operations Committee**

Monitors labour market activity, identifies industry-related training needs and opportunities, and addresses promotional and operational activities of the board.

### **Industry Standards Committee**

Formulates training and certification policy and standards to meet emerging requirements of the apprenticeship and industry training system.

### **Industry Network Committee**

Monitors the operations of the industry committee network and reviews nominations for membership in the provincial apprenticeship committees (PACs), local apprenticeship committees (LACs), occupational committees and provisional committees.

### **Nominations Review Committee**

Reviews applications and provides recommendations to the Minister of Advanced Education and Technology regarding the appointment of board members, along with Alberta Advanced Education and Technology staff.

### **Awards and Scholarships Committee**

Selects and recognizes award and scholarship recipients, and promotes value and availability of awards and scholarships.

# About the System

---

Alberta's apprenticeship and industry training system is an industry-driven system that ensures a highly skilled, internationally competitive workforce in more than 50 designated trades and occupations. This workforce supports the economic progress of Alberta and its competitive role in the global market.

Industry (employers and employees) establishes training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board. The Alberta government provides the legislative framework and administrative support for the apprenticeship and industry training system.

Through the combined efforts of industry, government and the training institutions, Alberta's apprenticeship and industry training system is able to respond to the labour market and contribute to developing a highly skilled workforce that is competitive nationally and internationally. This collaboration helps to ensure that the apprenticeship and industry training system is timely, up-to-date and responsive to the needs of industry and the economy.

## Board

The board's primary responsibility is to establish the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. The board also makes recommendations to the Minister of Advanced Education and Technology about the needs of Alberta's labour market for skilled and trained workers, and the designation of trades and occupations.

## Industry Committee Network

Alberta's apprenticeship and industry training system relies on a network of industry committees. These include local and provincial apprenticeship committees in the designated trades, occupational committees in the designated occupations, and others. All trade committees are composed of equal numbers of employers and employees. The industry committee network is the foundation of Alberta's apprenticeship and industry training system. The role of these committees includes:

- recommending to the board the standards for the skills and competencies required for certification,
- establishing technical training course outlines,
- monitoring changes and identifying the need for improvements in training,
- recognizing related training and certification, and
- making recommendations to the board about the designation or re-designation of trades and occupations.

## Employers

Individual employers support the apprenticeship and industry training system by employing and training apprentices, providing them with an opportunity to develop their skills on the job. They also support the system by contributing equipment and other resources for technical training.

Technical institutes and colleges are key participants in Alberta's apprenticeship and industry training system. They work with Alberta Advanced Education and Technology, the board, and industry committees to enhance access and responsiveness to industry needs through the delivery of the technical training component of apprenticeship programs. They develop lesson plans from the course outlines established by industry and provide technical training to apprentices.

Alberta Advanced Education and Technology works with industry, employer and employee organizations and technical training providers to:

- facilitate the development and maintenance of industry training and certification standards,
- provide registration and counselling services to apprentices and employers,
- coordinate technical training in collaboration with training providers, and
- certify apprentices and others who meet industry standards.

## Board Member Profiles

### Board Chair



**G. Brian Bickley**

Brian Bickley has served as board chair since January 2004. He holds certificates in electronics, industrial instrumentation, watch making and adult continuing education. He has more than 40 years experience in industry, and is retired from Syncrude Canada Ltd. where he held the position as Industrial Relations Manager.

During his time with Syncrude, Brian was an instrument supervisor, shutdown manager and maintenance manager. Before joining Syncrude, he worked with the Steel Company of Canada and Texaco Canada Ltd. Brian previously served as a member on the Alberta Apprenticeship and Industry Training Board from September 1995 to November 2001.

### Current Board Members

Representing employers in designated trades



**Herman Bruin**

Herman Bruin has served as a board member since January 2008. He holds trade certificates with an Interprovincial Standards Red Seal endorsement in the steamfitter-pipefitter and plumber trades, and a gasfitter trade certificate. He is the owner/operator of Bruin's Plumbing & Heating Ltd. and currently employs approximately 150 individuals in the plumbing, gasfitting, sheet metal, and refrigeration and air conditioning trades. Herman was a member of the provincial apprenticeship committee for the plumber trade and is a strong supporter of Alberta's apprenticeship and industry training system.

Herman is a member of the Students Finance Board and a volunteer representative of the Alberta Construction and Safety Association. He also has extensive service in support of the construction industry including terms as president of the Red Deer Construction Association, chairman of the Alberta Construction Association, and two terms as chairman of the Alberta Construction Safety Association. Herman was also member of the Board of Directors of the Workers Compensation Board and member of the Safety Codes Council.

Alberta's Venture Magazine recently recognized Herman as one of Alberta's 50 most influential people.



**Don Bunch**

Don Bunch has served as a board member since January 2004. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the welder trade. He obtained his apprenticeship training with Wel-Can Welding Ltd. in Red Deer. In 1981, he formed Bunch Welding Limited and has been owner and president of the company for more than 25 years, regularly employing more than 300 certified tradespeople and apprentices.

Don participated in Alberta apprenticeship committees, both local and provincial, and served as presiding officer of the welder trade. He was also an active member of the Apprenticeship Scholarship Fundraising Committee, and is very active in high school career days and promotes the RAP Program.

Don is an active member of the Keyera Competency Management and Development system promoting lifelong learning and career pathways.



---

## Current Board Members

Representing employees in designated trades



**Paul Heyens**

Paul Heyens has served as a board member since January 2008. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the glazier trade. Since 1994, Paul has been the CEO and co-owner of the Alberta Glass Company Inc. in which approximately 70 of the 100 employees are certified tradespeople and apprentices. Paul has served as both presiding officer and member of the Glazier Provincial Apprenticeship Committee.

Paul is currently vice-president of the Merit Contractors Association of Alberta, president of the Termidor Group Inc., and past president of the Provincial Glaziers Association of Alberta. He is a member of the Calgary, Alberta and Canadian construction associations, the Alberta Building Envelope Council, and various other industry associations. Paul has served on other business boards and acted as board chair for an independent Christian school for eight years. He has volunteer experience locally and internationally.

The Alberta Glass Company Inc. was awarded the Employer Award of Excellence in 2005 by the Alberta Apprenticeship and Industry Training Board, and has twice received the Merit Contractors Award of Excellence for Excellence in Human Resources Management.



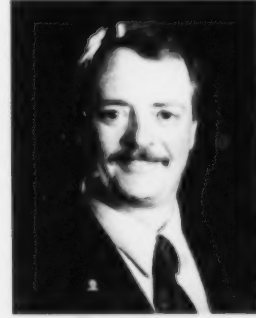
**Allen (Al) Petersen**

Al Petersen has served as a board member since June 2007. He is president and owner of Petersen Buick GMC (ALTA) Inc. (Sherwood Park) and Beaverhill GMC (Tofield) in which 36 of the approximately 110 employees are certified tradespeople and apprentices.

Al is a past president for the Edmonton Motor Dealers Association and has held many positions on General Motors boards.

Al is currently the Honorary Chair of Strathcona County's Canadian Cancer Society *Relay for Life* and a member of the Capital Health Strathcona Community Health Foundation Board. He has held the position of president on both the Sherwood Park and District Chamber of Commerce, and Alberta Chamber of Commerce. He is also heavily involved with both the Salvation Army and Rotary Club and many other local charitable initiatives.

Al received the Motor Dealers Association *Dealer of Excellence* award for 2008.



**John (Jack) Lane**

Jack Lane has served as a board member since April 2008. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the crane and hoisting equipment operator trade. He currently holds the position of lift specialist with Syncrude Canada Ltd., where he has been employed for the past 22 years in various positions.

Jack has been involved in apprenticeship and industry training in various capacities for a number of years. He served as the presiding officer of both the local and provincial apprenticeship committees and served on the National Occupational Analysis (NOA) Committee for the crane and hoisting equipment operator trade. He was also involved in the development of test questions for the trade exam, and is a member of the Canadian Standards Association Technical Sub-Committee for mobile cranes.

Jack spent 10 years racing sled-dogs in mid-distance races.

## Board Member Profiles

### Current Board Members

Representing employees in designated trades



**Jeffrey T. Norris**

Jeffrey Norris has served as a board member since January 2004. He holds trade certificates with an Interprovincial Standards Red Seal endorsement in the welder and ironworker trades. He has been involved with the provincial apprenticeship committee for the ironworker trade and is an active supporter of apprenticeship and industry training initiatives.

Jeffrey has been a member of the International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers, Local Union 720 for more than 22 years working as a welder, ironworker and supervisor on construction and maintenance projects in the commercial and industrial sectors in Alberta. He is currently employed as the coordinator/training instructor for the Alberta Ironworkers Apprenticeship and Training Plan.



**Silvana Poplawski**

Silvana Poplawski has served as a board member since February 2005. She holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the hairstylist trade.

Silvana has been working in the hairstylist trade for 22 years, and is currently employed with Bell Avanti Hair in Edmonton. Before becoming a board member, Silvana was active in apprenticeship and industry training for 16 years. She was a member on both the local and provincial apprenticeship committees for the hairstylist trade and the presiding officer for the provincial apprenticeship committee. Silvana was a trade examiner and was involved in development of the provincial course outline and the National Occupational Analysis for the hairstylist trade. She is currently a member of the Board of Directors for Skills Canada Alberta. Silvana is also a community and elementary school volunteer, and a soccer coach.

### Current Board Members

Representing employers in non-trades occupations



**Brian Hinton**

Brian Hinton has served as a board member since January 2008. He holds a London City and Guilds Full Technology Certificate in Baking and National Diploma in Baking from the School of Baking at the Cambridge Institute of Technology and School of Arts, England. He also obtained a Diploma in Management from Manchester Polytechnic and London Polytechnic, and is a Fellow of the Institute of British Bakers.

Brian is chief executive officer for Du Jour Bakery in Calgary. He is also director of Sweet Results Bakery and founder of Lakeview Bakery in Calgary.

Brian has participated on both the local and provincial apprenticeship committees for the baker trade spanning 15 years. His participation includes serving as the presiding officer on the local apprenticeship committee for three terms (nine years). While on the committees, Brian helped develop course material and test questions for the trade exam. He also served on the National Occupational Analysis (NOA) Committee for Baker Trade.

Brian has served on the Advisory Board for the Baking program, on the team that detailed the DACUM chart for the baker trade, and as an instructor at SAIT.

---

## Current Board Members

Representing employees in  
non-trades occupations



**H. A. (Hal) Williams**

Hal Williams has served as a board member since January 2004. He holds a Bachelor of Science degree in mechanical engineering from the University of Alberta and is a registered professional engineer in Alberta.

Hal currently holds the position of vice president - operations with KBR Canada. He has also held positions with Jacobs Industrial Services Ltd. and Lockerbie and Hole Inc. He has more than 30 years experience in the northern Alberta heavy industrial construction marketplace.

Hal has been involved with many industrial and community organizations. He is past chair of the Fabricators Council of the Tube and Pipe Association, current chair of the Operating Committee for the Woodvale Facilities, and vice president of the Millwoods Cultural Recreational Facilities Association.



**Gerald Clark**

Gerald Clark has served as a board member since February 2005. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the electrician trade. Employed by Clark Builders, Gerald has worked in the electrical construction sector throughout western and northern Canada, Russia and China for 15 years. He has been manager of Human Resources for Clark Builders' field staff for more than ten years.

Gerald has been a certified Construction Safety Officer with Alberta Construction Safety Association, and was employed as a Safety Manager with Clark Builders prior to his current position.



**Ray Jeffery**

Ray Jeffery has served as a board member since February 2005. He holds trade certificates in the heavy equipment technician, automotive service technician and parts technician trades. He is employed at Finning (Canada) where he currently has responsibility for learning and development.

Ray has served as presiding officer and member of both the provincial and local apprenticeship committees for the heavy equipment technician trade, and has been active for the last 31 years on various related industry and institute committees.

In 2001, Ray was awarded the Chairman's Award of Excellence by the Alberta Apprenticeship and Industry Training Board in recognition of his outstanding commitment to his trades and to the principles of apprenticeship through many years of service in the industry network.

# Statistical Profiles

Alberta Apprenticeship and Provincial Labour Force Statistics, 2003 - 2008 (Table 1)	40
Total Number of Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2003 - 2008 (Table 2)	41
Total and New Apprentices Registered by Branch, 2008 (Table 3)	43
New Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2003 - 2008 (Table 4)	44
Total Number of Apprentices Registered by Year, 1988 - 2008 (Chart 1)	46
Age of Alberta Apprentices on Date of Registration in First Trade, 2008 (Chart 2)	47
Total Number of Individuals Certified, 2008 (Table 5)	48
Total Number of Completed Apprentices and Individuals Issued Occupation and Qualification Certificates, 2003 - 2008 (Table 6)	50
Technical Training Attendance by Institution and School Year, 2003-04 - 2008-09 (Table 7)	55
Total Number of Apprentices by Trade and Period (or Year) of Training, 2008 (Table 8)	53
Number of Apprentices Registered, Certified and Attending Technical Training by Apprenticeship and Industry Training Office Locations, 2008 (Table 9)	53
Meetings of the Trade, Occupation and Provisional Committees, 2008 (Table 10)	56
Number of Participants in the Registered Apprenticeship Program (RAP) by Trade as of December 31, 2008 (Table 11)	58
Number of New Registrants in the Registered Apprenticeship Program (RAP) by Year, 1992 - 2008 (Chart 3)	60
Number of Apprentices Registered - Total, Aboriginal and Women - 2008 (Table 12)	61
Total and Aboriginal Apprentices Registered, 1996-2008 (Chart 4)	61







## Note:

As of 2001, the statistical tables and charts were changed to reflect the actual number of *people* involved in the Alberta apprenticeship and industry training system. In previous years, the data reflected the number of registrations, graduations and certificates issued rather than the number of apprentices registered and the number of certified individuals. The distinction is important. The first reflects the paper processed in a given period of time and the other reflects the number of people involved.

In the past, these numbers differed minimally. With the creation of various branches of individual trades and with the availability of multiple certifications within one trade, these numbers are increasingly divergent.

Please note that in 2003 the technical training information was also changed to reflect the *school year*. Prior to 2003, technical training attendance was provided based on the *calendar year* for consistency with other calendar year data (e.g. registrations). The switch to school year data provides a more accurate reading of the technical training data.

As a result of these changes, the data provided in the tables and charts that follow will not correspond to the data provided in Alberta Apprenticeship and Industry Training Annual Reports prior to the changes.

## Table 1

### Alberta Apprenticeship and Provincial Labour Force Statistics, 2003 - 2008

	2003	2004	2005	2006	2007	2008	2003-2008 Change
Total Apprentices Registered (all trades)	39,294	40,483	46,472	59,666	67,274	70,415	79.2%
New Apprentices Registered (all trades)	11,758	12,746	17,896	23,954	22,663	22,668	92.8%
Labour Force (thousands)	1,808.8	1,842.4	1,857.5	1,937.5	2,030.6	2,088.1	15.4%
Employed (thousands)	1,716.7	1,757.5	1,784.4	1,870.7	1,959.4	2,013.3	17.3%
Unemployed (thousands)	92.2	85.0	73.1	66.8	71.7	74.8	-18.9%
Unemployment Rate (%)	5.1%	4.6%	3.9%	3.4%	3.5%	3.6%	-1.5 percentage points

Source: Alberta Advanced Education and Technology and Alberta Employment and Immigration

**Total Apprentices Registered:** Total number registered as of December 31, 2008. Apprentices may be registered in more than one trade or branch of a trade within the same year but are counted here only once.

**New Apprentices Registered:** All apprentices registering during a single calendar year. The number includes those who are returning to do an additional apprenticeship after completing one or more apprenticeships in previous years, or continuing an apprenticeship in another trade for which they registered in a previous year. Apprentices who registered in more than one trade or branch of a trade within a specific year, or who changed from one branch of a trade to another branch within the same trade on the same day, are counted only once. The number does not include reinstated apprentices (unless reinstated in the same year).

Table 2

Total Number of Apprentices Registered  
(Totals, Averages and Percentage Changes) by Trade, 2003 - 2008\*

Trade	2003	2004	2005	2006	2007	2008	2003-08 Average	2003-08 % Change
Agricultural Equipment Technician	114	154	167	197	185	179	166	57%
Appliance Service Technician	92	84	79	75	97	108	89	17%
Auto Body Technician	630	690	691	766	742	797	719	27%
Automotive Service Technician	2,761	2,929	3,003	3,422	3,595	3,781	3,249	37%
Baker	183	195	217	253	259	265	229	45%
Boilermaker	201	189	197	216	270	300	229	49%
Bricklayer	179	212	222	269	315	301	250	68%
Cabinetmaker	405	399	429	489	499	505	454	25%
Carpenter	2,877	3,091	3,432	4,297	5,167	5,246	4,018	82%
Communication Technician	284	257	273	318	400	468	333	65%
Concrete Finisher	52	86	93	84	111	98	87	88%
Cook	1,059	990	999	1,120	1,183	1,180	1,089	11%
Crane and Hoisting Equipment Operator	1,408	1,679	2,009	2,663	2,703	2,594	2,176	84%
Electric Motor Systems Technician	52	56	46	56	74	88	62	69%
Electrician	6,494	6,422	7,295	8,864	9,964	10,735	8,296	65%
Electronic Technician (Note 1)	33	26	12	4	0	N/A	N/A	N/A
Elevator Constructor	86	88	90	136	187	225	135	162%
Floorcovering Installer	36	55	70	115	113	85	79	136%
Gasfitter	246	278	302	318	362	394	317	60%
Glazier	156	156	166	197	247	321	207	106%
Hairstylist	1,883	1,984	2,082	2,252	2,335	2,350	2,148	25%
Heavy Equipment Technician	2,571	2,833	3,494	4,507	5,093	5,447	3,991	112%
Instrument Technician	1,346	1,289	1,444	1,797	1,906	1,923	1,618	43%
Insulator	558	461	521	620	632	824	603	48%
Ironworker	341	294	484	674	1,061	1,279	689	275%
Ironworker - Metal Building Systems Erector	60	74	90	84	82	74	77	23%
Landscape Gardener	185	182	200	199	205	188	193	2%
Lather-Interior Systems Mechanic	87	91	91	116	139	133	110	53%
Locksmith	58	60	62	63	62	68	62	17%
Machinist	867	886	935	1,151	1,254	1,132	1,038	31%
Millwright	1,321	1,357	1,541	1,923	2,122	2,164	1,738	64%
Motorcycle Mechanic	138	174	214	246	311	324	235	135%
Outdoor Power Equipment Technician	64	84	81	85	93	91	83	42%
Painter and Decorator	150	154	150	164	146	124	148	-17%
Parts Technician	613	651	697	841	940	1,050	799	71%
Plumber	2,606	2,722	3,040	3,702	4,374	4,576	3,503	76%
Powerline Technician	278	289	343	454	525	596	414	114%
Power System Electrician	107	119	140	150	173	209	150	95%
Recreation Vehicle Service Technician	111	127	139	182	231	223	169	101%
Refrigeration and Air Conditioning Mechanic	495	533	547	620	698	765	611	55%
Rig Technician (Note 2)	N/A	N/A	446	2,116	3,229	3,823	N/A	N/A
Roofer	152	160	166	180	185	188	172	24%

(continued)

# Table 2 (continued)

## Total Number of Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2003 - 2008\*

Trade	2003	2004	2005	2006	2007	2008	2003-08 Average	2003-08 % Change
Sawfiler	20	16	15	15	16	11	16	-45%
Sheet Metal Worker	971	944	1,026	1,192	1,331	1,543	1,168	59%
Sprinkler Systems Installer	244	239	238	280	371	445	303	82%
Steamfitter-Pipefitter	1,801	1,746	2,427	3,046	3,597	4,607	2,871	156%
Structural Steel and Plate Fitter	137	131	146	220	206	159	167	16%
Tilesetter	49	57	35	36	39	41	43	-16%
Tool and Die Maker	10	10	7	3	5	6	7	-40%
Transport Refrigeration Technician	48	48	46	48	54	61	51	27%
Water Well Driller	34	32	37	43	44	44	39	29%
Welder	4,641	4,700	5,796	8,798	9,342	8,277	6,926	78%
<b>Total</b>	<b>39,294</b>	<b>40,483</b>	<b>46,472</b>	<b>59,666</b>	<b>67,274</b>	<b>70,415</b>	<b>53,934</b>	<b>29%</b>

Source: Alberta Advanced Education and Technology

\* Total number of apprentices registered as of December 31 each year. Apprentices may be registered in more than one trade or branch of a trade within the same year but are counted here only once.

N/A = Not Applicable. Data does not exist in one or more of the specified years.

**Note 1:** The designation of the trade of electronic technician was rescinded effective September 1, 2007.

Effective September 1, 2005, contracts of apprenticeship were no longer accepted for registration.

**Note 2:** Rig technician became a designated trade on June 1, 2005 and was phased in over three years.

Approximately 1,440 of the rig technician apprentices are from Canadian jurisdictions other than Alberta.

# Table 3

## Total and New Apprentices Registered by Branch, 2008

	Total Registered Apprentices	New Apprentices Registered
Appliance Service Technician	99	30
Commercial Appliance Service Technician	9	9
<b>Total</b>	<b>108</b>	<b>39</b>

Boom Truck		
Boom Truck	883	385
Wellhead Boom Truck	695	341
Mobile Crane	866	322
Tower Crane	150	73
<b>Total</b>	<b>2,594</b>	<b>1,121</b>

Gasfitter A	365	148
Gasfitter B	29	22
<b>Total</b>	<b>394</b>	<b>170</b>

Ironworker	411	201
Metal Building Systems Erector	74	36
Reinforcing	237	155
Structural/Ornamental	631	313
<b>Total</b>	<b>1,353</b>	<b>705</b>

Parts Technician (old program)	498	102
Parts Technician (new program)	531	219
Materials Technician	21	20
<b>Total</b>	<b>1,050</b>	<b>341</b>

Welder	8,242	2,173
Wire Process Operator	35	31
<b>Total</b>	<b>8,277</b>	<b>2,204</b>

	Total Registered Apprentices	New Apprentices Registered
Prepper	10	7
Refinisher	103	21
Repairer	94	16
Technician (Note 1)	590	224
<b>Total</b>	<b>797</b>	<b>268</b>

Heavy Equipment Technician	4,554	1,332
Heavy Duty Equipment Mechanic (Off Road)	245	111
Transport Trailer Mechanic	174	66
Truck and Transport Mechanic	474	179
<b>Total</b>	<b>5,447</b>	<b>1,688</b>

Glazier	319	122
Auto Glass Technician	2	2
<b>Total</b>	<b>321</b>	<b>124</b>

Power	32	14
Turf	5	3
Marine	21	10
Recreational	33	9
<b>Total</b>	<b>91</b>	<b>36</b>

Sawfiler	11	0
Circular Sawfiler	0	0
<b>Total</b>	<b>11</b>	<b>0</b>

Source: Alberta Advanced Education and Technology

**Note 1:** Apprentices registered in a *single* branch of the auto body technician trade are counted under the branch in which they are registered. Apprentices registered in *two* or *three* branches of the trade are counted under the 'Technician' heading.

**Note 2:** The parts technician trade merged with the warehousing occupation on May 1, 2008. The parts technician trade now has two branches - parts technician and materials technician. Apprentices who completed or were granted credit for first period technical training by June 30, 2008 could continue in the old parts technician program.

Table 4

New Apprentices Registered  
(Totals, Averages and Percentage Changes) by Trade, 2003 - 2008\*

Trade	2003	2004	2005	2006	2007	2008	2003-08 Average	2003-08 % Change
Agricultural Equipment Technician	45	62	67	68	49	61	59	36%
Appliance Service Technician	37	18	21	28	40	39	31	5%
Auto Body Technician	215	221	226	249	246	268	238	25%
Automotive Service Technician	758	795	799	1,117	1,020	1,015	917	34%
Baker	72	81	83	113	120	115	97	60%
Boilermaker	46	41	61	69	96	110	71	139%
Bricklayer	49	69	83	76	103	85	78	73%
Cabinetmaker	114	115	138	161	151	159	140	39%
Carpenter	1,099	1,093	1,243	1,612	1,743	1,655	1,408	51%
Communication Technician	30	57	105	125	151	211	113	603%
Concrete Finisher	19	46	37	31	55	26	36	37%
Cook	391	355	417	452	439	447	417	14%
Crane and Hoisting Equipment Operator	686	885	1,146	1,401	1,116	1,121	1,059	63%
Electric Motor Systems Technician	15	17	14	18	28	24	19	60%
Electrician	1,480	1,442	2,277	2,872	2,911	2,988	2,328	102%
Electronic Technician (Note 1)	8	3	1	N/A	N/A	N/A	N/A	N/A
Elevator Constructor	11	25	30	55	65	63	42	473%
Floorcovering Installer	7	32	33	62	34	28	33	300%
Gasfitter	121	86	112	126	137	170	125	40%
Glazier	43	45	64	70	105	124	75	188%
Hairstylist	893	921	958	961	998	962	949	8%
Heavy Equipment Technician	776	963	1,317	1,782	1,604	1,688	1,355	118%
Instrument Technician	302	341	530	650	503	551	480	82%
Insulator	110	96	209	204	175	358	192	225%
Ironworker	78	100	286	410	713	669	376	758%
Ironworker - Metal Building Systems Erector	22	46	48	35	30	36	36	64%
Landscape Gardener	58	58	65	44	60	55	57	-5%
Lather-Interior Systems Mechanic	39	33	41	42	51	45	42	15%
Locksmith	13	14	15	17	23	23	18	7.7%
Machinist	210	243	307	422	317	261	293	24%
Millwright	319	366	553	726	593	585	524	83%
Motorcycle Mechanic	52	77	82	92	124	96	87	85%
Outdoor Power Equipment Technician	31	35	28	27	31	36	31	16%
Painter and Decorator	56	63	56	53	41	36	51	-36%
Parts Technician	216	236	265	332	372	341	294	58%
Plumber	797	720	964	1,203	1,481	1,246	1,069	56%
Powerline Technician	75	97	137	167	187	193	143	157%
Power System Electrician	41	32	59	53	68	82	56	100%
Recreation Vehicle Service Technician	46	46	45	72	106	67	64	46%
Refrigeration and Air Conditioning Mechanic	162	150	164	180	221	254	189	57%
Rig Technician (Note 2)	N/A	N/A	449	1,730	1,437	1,690	N/A	N/A
Roofer	59	63	53	57	64	69	61	17%

(continued)



# Table 4 (continued)

## New Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2003 - 2008\*

Trade	2003	2004	2005	2006	2007	2008	2003-08 Average	2003-08 % Change
Sawfiler	7	3	3	6	6	0	4	-100%
Sheet Metal Worker	299	242	324	391	468	487	369	63%
Sprinkler Systems Installer	61	62	77	90	143	161	99	164%
Steamfitter-Pipefitter	501	529	1,241	1,255	1,366	1,656	1,091	231%
Structural Steel and Plate Fitter	40	39	60	102	44	55	57	38%
Tilesetter	18	22	5	12	16	20	16	11%
Tool and Die Maker	15	0	1	0	2	2	3	-87%
Transport Refrigeration Technician	9	13	22	16	17	16	16	78%
Water Well Driller	10	17	10	22	17	15	15	50%
Welder	1,197	1,632	2,565	4,096	2,776	2,204	2,412	84%
<b>Total</b>	<b>11,758</b>	<b>12,747</b>	<b>17,896</b>	<b>23,954</b>	<b>22,663</b>	<b>22,668</b>	<b>18,614</b>	<b>93%</b>

Source: Alberta Advanced Education and Technology

N/A = Not Applicable. Data does not exist in one or more of the specified years.

\* New apprentices include all apprentices registering during a single calendar year. The number includes those who are returning to do an additional apprenticeship after completing one or more apprenticeship programs in previous years, or continuing an apprenticeship in another trade for which they registered in a previous year. Apprentices who registered in more than one trade or branch of a trade within 2008, or who changed from one branch of a trade to another branch within the same trade on the same day, are counted here only once. The number does not include reinstated apprentices (unless reinstated in the same year).

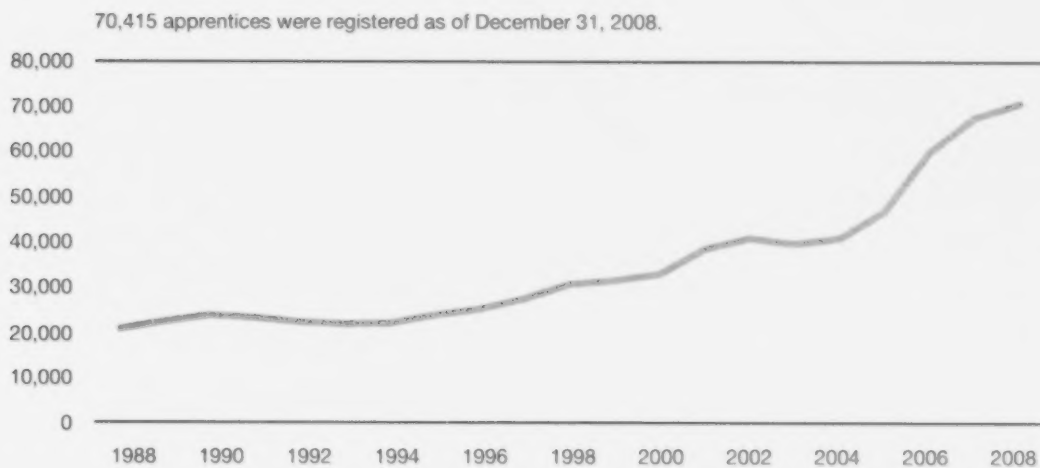
**Note 1:** The designation of the trade of electronic technician was rescinded effective September 1, 2007.

Effective September 1, 2005, contracts of apprenticeship were no longer accepted for registration.

**Note 2:** Rig technician became a designated trade on June 1, 2005, and was phased in over three years. Approximately 711 of the newly registered rig technician apprentices are from Canadian jurisdictions other than Alberta.

## Chart 1

Total Number of Registered Apprentices by Year, 1988 - 2008



Source: Alberta Advanced Education and Technology

\* This graph represents statistics covering a series of calendar years (January to December).

## Chart 2

### Age of Alberta Apprentices on Date of Registration in First Trade, 2008\*



Source: Alberta Advanced Education and Technology

\* Age at date of registration.

\*\* The 19,664 total in the chart above includes only individuals registering in their first trade in Alberta in 2008. This number differs from the total number of new apprentices registered (22,668) as presented in Table 4. In Table 4, the number of new apprentices registered includes those who are returning to do an additional apprenticeship after completing one or more apprenticeship programs in previous years.

**Mean** - defined as the sum of the ages of all apprentices divided by the total number of apprentices involved, i.e., **average age**.

**Median** - defined as the **middle age** category with an equal number of apprentices younger and older than this group.

**Mode** - defined as the largest age category or **most frequent age** of apprentices.

Table 5

Total Number of Individuals Certified, 2008\*

Trade/Occupation	Journeyman Certificates Issued to Completed Apprentices and Occupation Certificates Issued	Interprovincial Red Seals Issued to Completed Apprentices and Trainees (Note 1)	Qualification Certificates (Note 2)	Equivalency Documents (Note 3)	Other Red Seals Issued (Note 4)
Agricultural Equipment Technician	23	20	0	0	0
Appliance Service Technician**	12	4	13	1	2
Auto Body Technician**	85	51	33	4	21
Automotive Service Technician	341	298	59	47	55
Baker	25	15	4	0	3
Boilermaker	24	13	1	0	1
Bricklayer	45	37	0	0	0
Cabinetmaker	34	27	0	0	0
Carpenter	308	281	6	3	8
Communication Technician	100	N/A	4	0	0
Concrete Finisher	7	7	0	0	0
Cook	150	145	16	1	15
Crane and Hoisting Equipment Operator**	357	71	44	17	8
Electric Motor Systems Technician	3	2	0	1	1
Electrician	1,091	860	184	233	335
Elevator Constructor	14	N/A	2	0	N/A
Floorcovering Installer	13	11	0	0	0
Gasfitter	65	N/A	14	88	N/A
Glazier**	13	10	0	0	0
Hairstylist	502	390	89	24	97
Heavy Equipment Technician**	582	454	107	16	103
Instrument Technician	233	123	5	6	4
Insulator	51	15	1	0	1
Ironworker	58	4	56	56	8
Ironworker-Metal Building Systems Erector	7	N/A	20	0	N/A
Landscape Gardener (Note 5)	20	0	0	0	0
Lather-Interior Systems Mechanic	9	8	0	0	0
Locksmith	4	N/A	0	0	N/A
Machinist	136	131	3	0	3
Millwright	223	183	6	4	6
Motorcycle Mechanic	20	20	10	0	10
Outdoor Power Equipment Technician	7	N/A	0	0	N/A
Painter and Decorator	12	10	1	0	2
Parts Technician**	130	121	17	1	14
Plumber	402	338	22	5	20
Powerline Technician	57	53	55	4	54
Power System Electrician	28	N/A	4	0	N/A
Recreation Vehicle Service Technician	29	18	2	1	3
Refrigeration and Air Conditioning Mechanic	82	70	2	13	5
Rig Technician (Note 6)	12	10	795	0	7
Roofer	24	20	0	0	0

(continued)

# Table 5 (continued)

## Total Number of Individuals Certified, 2008\*

Trade/Occupation	Journeyman Certificates Issued to Completed Apprentices and Occupation Certificates Issued	Interprovincial Red Seals Issued to Completed Apprentices and Trainees (Note 1)	Qualification Certificates (Note 2)	Equivalency Documents (Note 3)	Other Red Seals Issued (Note 4)
Sawfiler	1	N/A	0	0	N/A
Sheet Metal Worker	88	76	0	0	0
Sprinkler Systems Installer	32	21	0	1	1
Steamfitter-Pipefitter	229	190	278	14	248
Structural Steel and Plate Fitter	25	23	1	2	3
Tilesetter	2	1	0	1	0
Tool and Die Maker	0	0	0	0	1
Transport Refrigeration Technician	4	N/A	0	0	N/A
Water Well Driller	6	N/A	2	0	N/A
Welder**	1,102	916	254	20	228
Construction Craft Labourer	1	N/A	25	0	N/A
Field Heat Treatment Technician (Note 7)	1	N/A	0	0	N/A
Gas Utility Operator	7	N/A	1	0	N/A
Industrial Construction Crew Supervisor (Note 8)	2	N/A	0	0	N/A
Oil and Gas Transportation Services	16	N/A	0	0	N/A
Snubbing Services	11	N/A	0	0	N/A
Steel Detailer	2	N/A	0	0	N/A
Warehousing	4	N/A	9	11	N/A
Well Testing Services Supervisor	35	N/A	0	0	N/A
<b>Total</b>	<b>6,906</b>	<b>5,047</b>	<b>2,145</b>	<b>574</b>	<b>1,267</b>

Source: Alberta Advanced Education and Technology

\* Individuals issued more than one certificate in 2008 are counted here only once.

\*\* Indicates that some, not all, branches of this trade have a Red Seal designation.

N/A = Not Applicable.

**Note 1:** This number includes the number of Interprovincial Red Seals Issued to Completed Apprentices and Trainees in 2008 regardless of the year the apprentices or trainees completed their training.

**Note 2:** A Qualification Certificate is a certificate issued to individuals who, through an assessment of their prior work experience, knowledge and skills in a designated trade or occupation, demonstrate they meet the standards set for certification in Alberta. In 2008, 1,011 of the 2,145 Qualification Certificates issued, were issued with an Interprovincial Standards Red Seal. Of the remaining 1,134, 795 were in the rig technician trade.

**Note 3:** Equivalency documents were issued to recognize a certificate or document (e.g. a trade certificate obtained in another Canadian jurisdiction) as equivalent to a trade certificate granted under the *Apprenticeship and Industry Training Act* when the skills and knowledge on which that certificate or document is based have been deemed to be equivalent to those of an Alberta certified tradesperson in that trade. In 2008, 273 of the 574 Equivalency documents issued, were issued with an Interprovincial Standards Red Seal. In 2008, changes were made to the Equivalency program. Equivalency documents are no longer issued to individuals with a red seal.

**Note 4:** These 1,267 Interprovincial Standards Red Seals were issued to individuals who achieved journeyperson status through a certification process such as the Qualification or Equivalency programs (i.e., without completing an apprenticeship program) or who successfully completed the interprovincial examination in Alberta rather than in the jurisdiction in which they were originally certified.

**Note 5:** Red seals became available in the landscape gardener trade in October 2008.

**Note 6:** Approximately 210 of the individuals who received a Qualification Certificate in the rig technician trade were from Canadian jurisdictions other than Alberta.

**Note 7:** Field heat treatment technician became a designated occupation on August 1, 2008.

**Note 8:** Industrial construction crew supervisor became a designated occupation on June 1, 2008.



Table 6

Total Number of Completed Apprentices and Individuals  
Issued Occupation and Qualification Certificates,  
(Totals, Averages and Percent Changes) by Trade, 2003 - 2008\*

Trade/Occupation	2003	2004	2005	2006	2007	2008	2003-08 Average	2003-08 %Change
Agricultural Equipment Technician	17	4	19	20	23	23	18	35%
Appliance Service Technician	11	10	11	14	9	25	13	127%
Auto Body Technician	85	89	130	113	122	118	110	39%
Automotive Service Technician	312	316	327	370	418	400	357	28%
Baker	48	28	26	30	36	29	33	-40%
Boilermaker	21	26	24	37	32	25	28	19%
Bricklayer	14	21	35	15	27	45	26	221%
Cabinetmaker	54	44	33	42	43	34	42	-37%
Carpenter	241	246	252	258	293	314	267	30%
Communication Technician	78	43	60	65	36	104	64	33%
Concrete Finisher	7	9	16	19	7	7	11	0%
Cook	139	165	193	161	152	166	163	19%
Crane and Hoisting Equipment Operator	284	326	459	426	390	401	381	41%
Electric Motor Systems Technician	9	5	10	6	5	3	6	-67%
Electrician	700	825	1,007	1,057	1,357	1,275	1,037	82%
Electronic Technician (Note 1)	8	7	7	4	3	N/A	N/A	N/A
Elevator Constructor	4	19	16	5	6	16	11	300%
Floorcovering Installer	3	1	4	6	3	13	5	333%
Gasfitter	34	41	70	88	69	79	64	132%
Glazier	14	16	23	14	23	13	17	-7%
Hairstylist	508	600	611	585	635	591	588	16%
Heavy Equipment Technician	623	437	417	526	562	689	542	11%
Instrument Technician	204	186	194	216	195	238	206	17%
Insulator	31	53	59	53	54	52	50	68%
Ironworker	64	88	76	193	98	114	106	78%
Ironworker - Metal Building Systems Erector	18	15	2	10	9	27	14	50%
Landscape Gardener	20	23	20	25	23	20	22	0%
Lather-Interior Systems Mechanic	5	7	17	7	9	9	9	80%
Locksmith	0	3	5	6	8	4	4	N/A
Machinist	97	104	142	123	106	139	119	43%
Millwright	219	191	235	242	202	229	220	5%
Motorcycle Mechanic	24	19	36	31	30	30	28	25%
Outdoor Power Equipment Technician	7	7	6	7	10	7	7	0%
Painter and Decorator	16	21	18	18	20	13	18	-19%
Parts Technician	124	116	106	110	147	147	125	19%
Plumber	275	279	326	277	408	424	332	54%
Power Lineman	23	43	52	52	79	112	60	387%
Power System Electrician	15	32	28	39	33	32	30	113%
Recreation Vehicle Service Technician	14	18	15	20	28	31	21	121%
Refrigeration and Air Conditioning Mechanic	72	69	81	75	92	84	79	17%
Rig Technician (Note 2)	N/A	N/A	N/A	1,363	1,413	807	N/A	N/A
Roofer	6	15	9	12	19	24	14	300%

(continued)

**Table 6 (continued)**

**Total Number of Completed Apprentices and Individuals  
Issued Occupation and Qualification Certificates,  
(Totals, Averages and Percent Changes) by Trade, 2003 - 2008\***

Trade/Occupation	2003	2004	2005	2006	2007	2008	2003-08 Average	2003-08 %Change
Sawfiler	5	1	4	7	3	1	4	-80%
Sheet Metal Worker	71	90	96	112	90	88	91	24%
Sprinkler Systems Installer	23	36	31	34	24	32	30	39%
Steamfitter-Pipefitter	156	249	477	968	490	507	475	225%
Structural Steel and Plate Fitter	25	29	19	18	26	26	24	4%
Tilesetter	9	9	6	5	6	2	6	-78%
Tool and Die Maker	1	0	0	0	0	0	0	-100%
Transport Refrigeration Technician	5	10	13	9	6	4	8	-20%
Water Well Driller	6	7	6	12	8	8	8	33%
Welder	902	980	917	892	1,179	1,356	1,038	50%
Construction Craft Labourer	43	53	33	38	15	26	35	-40%
Field Heat Treatment Technician (Note 3)	N/A	N/A	N/A	N/A	N/A	1	N/A	N/A
Gas Utility Operator	11	6	8	2	5	8	7	-27%
Industrial Construction Crew Supervisor (Note 4)	N/A	N/A	N/A	N/A	N/A	2	N/A	N/A
Oil and Gas Transportation Services	N/A	N/A	5	1	16	16	N/A	N/A
Snubbing Services	N/A	N/A	N/A	N/A	27	11	N/A	N/A
Steel Detailer	0	0	1	3	10	2	3	N/A
Warehousing	19	30	25	13	32	13	22	-32%
Well Testing Services Supervisor	N/A	N/A	5	6	9	35	N/A	N/A
<b>Total</b>	<b>5,724</b>	<b>6,067</b>	<b>6,823</b>	<b>8,860</b>	<b>9,180</b>	<b>9,051</b>	<b>7,618</b>	<b>58%</b>

Source: Alberta Advanced Education and Technology

\* Individuals issued more than one certificate in each year are counted here only once.

N/A = Not Applicable. Data does not exist in one or more of the specified years.

**Note 1:** The designation of the trade of electronic technician was rescinded effective September 1, 2007. Effective September 1, 2005, contracts of apprenticeship were no longer accepted for registration.

**Note 2:** Rig technician became a designated trade on June 1, 2005, and was phased in over three years. Approximately 210 of the individuals who received a Qualification Certificate in the rig technician trade were from Canadian jurisdictions other than Alberta.

**Note 3:** Field heat treatment technician became a designated occupation on August 1, 2008.

**Note 4:** Industrial construction crew supervisor became a designated occupation on June 1, 2008.

Table 7

### Technical Training Attendance by Institution and School Year, 2003-04 - 2008-09\*

Institution	2003/04	2004/05	2005/06	2006/07	2007/08	2008/09*	2003/04 -2008/09 Average	2003/04- 2008/09 %Change
Delmar College of Hair Design (Note 1)	115	125	113	106	118	128	118	11%
Keyano College	482	471	545	606	723	880	618	83%
Lakeland College	773	706	754	884	1,175	1,166	910	51%
Lethbridge College	647	610	659	877	1,073	1,123	832	74%
Marvel College (Note 1)	83	90	96	93	107	109	96	31%
Medicine Hat College	315	320	446	591	565	606	474	92%
Northern Alberta Institute of Technology (Note 2)								
Edmonton Campus	9,226	8,616	9,610	11,651	13,260	14,073	11,073	53%
Fairview Campus	624	576	597	770	927	966	743	55%
Grande Prairie Campus	171	193	231	291	410	441	290	158%
Northern Lakes College	9	8	21	60	109	140	58	1456%
Olds College	199	226	258	281	367	362	282	82%
Enform (Note 3)	195	248	291	204	214	86	206	-56%
Portage College	43	66	78	126	151	143	101	233%
Red Deer College	1,795	1,820	2,154	2,750	3,242	3,343	2,517	86%
Southern Alberta Institute of Technology	5,704	5,769	6,401	8,038	9,532	10,310	7,626	81%
Other Training Providers (Note 4)	78	101	75	117	131	122	104	56%
Total (Note 5)	20,459	19,945	22,329	27,445	32,104	33,998	26,047	66%

Source: Alberta Advanced Education and Technology

\* These statistics cover the school year from August 1 to July 31 for each year represented, with the exception of the 2008/2009 school year. The data for this year is the attendance as of the date of printing.

**Note 1:** Delmar College and Marvel College provide technical training for hairstylists. The hairstylist trade has a two-year apprenticeship program.

**Note 2:** Effective July 1, 2004, NAIT assumed responsibility for Fairview College and its Grande Prairie campus.

**Note 3:** Enform (previously Petroleum Industry Training Service) trains only crane and hoisting equipment operator - wellhead boom truck, which is a one-year apprenticeship program.

**Note 4:** Other training providers include:

Alberta Carpenters Training Centre - provides carpenter training.

ATCO Electric - is accredited to provide technical training for its powerline technician apprentices.

British Columbia Institute of Technology - provides sawfiler training.

FortisAlberta Inc. - (previously Aquila Networks Canada, Utilicorp Networks Canada and Trans Alta Utilities)

is accredited to provide technical training for its powerline technician apprentices.

**Note 5:** In 2006, historical numbers were updated to reflect minor corrections to the data. The numbers represented in this board annual report, therefore, may not exactly match the totals represented in previous board annual reports.

Table 8

Total Number of Apprentices by Trade and Period (or Year) of Training, 2008\*

Trade	1st Period	2nd Period	3rd Period	4th Period	5th Period (Note 1)	Total Apprentices
Agricultural Equipment Technician	82	26	29	23	19	179
Appliance Service Technician	56	25	22	N/A	5	108
Auto Body Technician	371	329	21	N/A	76	797
Automotive Service Technician	1,287	762	802	529	401	3,781
Baker	115	33	36	N/A	81	265
Boilermaker	99	59	110	9	23	300
Bricklayer	117	91	58	N/A	35	301
Cabinetmaker	195	131	108	47	24	505
Carpenter	2,407	1,339	760	565	175	5,246
Communication Technician	243	87	35	21	82	468
Concrete Finisher	69	15	N/A	N/A	14	98
Cook	522	216	184	N/A	258	1,180
Crane and Hoisting Equipment Operator	2,076	1	297	N/A	221	2,595
Electric Motor Systems Technician	26	24	16	4	18	88
Electrician	3,268	2,913	2,178	1,848	528	10,735
Elevator Constructor	0	0	6	5	214	225
Floorcovering Installer	53	20	N/A	N/A	12	85
Gasfitter	180	86	82	N/A	46	394
Glazier	135	68	57	50	11	321
Hairstylist	719	546	N/A	N/A	1,085	2,350
Heavy Equipment Technician	2,046	1,205	1,170	659	367	5,447
Instrument Technician	600	340	431	239	313	1,923
Insulator	500	118	148	N/A	59	825
Ironworker	968	197	78	10	26	1,279
Ironworker - Metal Building Systems Erector	58	12	N/A	N/A	4	74
Landscape Gardener	74	38	23	39	14	188
Lather-Interior Systems Mechanic	68	21	41	N/A	3	133
Locksmith	37	15	9	7	0	68
Machinist	287	282	314	178	71	1,132
Millwright	673	552	459	322	158	2,164
Motorcycle Mechanic	124	83	80	31	6	324
Outdoor Power Equipment Technician	35	30	5	12	9	91
Painter and Decorator	56	31	23	N/A	14	124
Parts Technician	551	282	148	N/A	69	1,050
Plumber	1,693	1,184	873	583	243	4,576
Powerline Technician	205	164	135	N/A	92	596
Power System Electrician	17	24	81	59	28	209
Recreation Vehicle Service Technician	98	87	29	N/A	9	223
Refrigeration and Air Conditioning Mechanic	257	188	165	113	42	765
Rig Technician	2,620	809	377	N/A	17	3,823
Roofer	89	52	30	N/A	17	188

(continued)

## Table 8 (continued)

### Total Number of Apprentices by Trade and Period (or Year) of Training, 2008\*

Trade	1st Period	2nd Period	3rd Period	4th Period	9th Period (Note 1)	Total Apprentices
Sawfiler	1	1	5	4	0	11
Sheet Metal Worker	774	297	271	143	58	1,543
Sprinkler Systems Installer	184	114	73	N/A	74	445
Steamfitter-Pipefitter	2,605	933	815	54	200	4,607
Structural Steel and Plate Fitter	65	41	31	N/A	22	159
Tilessetter	30	4	0	N/A	7	41
Tool and Die Maker	2	0	4	N/A	0	6
Transport Refrigeration Technician	20	16	1	N/A	24	61
Water Well Driller	23	16	N/A	N/A	5	44
Welder	3,247	2,294	2,188	N/A	546	8,275
<b>Total</b>	<b>30,027</b>	<b>16,201</b>	<b>12,808</b>	<b>5,554</b>	<b>5,825</b>	<b>70,415</b>

Source: Alberta Advanced Education and Technology

\* These statistics are as of December 31, 2008.

N/A = Not all trades have four periods. The N/As indicate where there is no period in that trade.

**Note 1:** 9th Period Apprentices are those apprentices who have completed, or who have been granted credit for, all technical training requirements in their apprenticeship program. Industry examination and/or work experience/on-the-job training requirements for the trade have yet to be successfully completed.



Table 9

Number of Apprentices Registered, Certified and Attending Technical Training by Apprenticeship and Industry Training Office Locations, 2008\*

	Total Apprentices Registered	New Apprentices Registered	Apprentices Certified	Technical Training Attendance**
Calgary	17,070	5,175	1,743	8,763
Lethbridge	2,255	636	263	1,152
Medicine Hat	2,391	723	248	851
Red Deer	5,032	1,584	745	2,823
Bonnyville	1,498	440	134	610
Edmonton	28,320	9,414	2,588	12,820
Fort McMurray	5,019	2,015	267	1,317
Grande Prairie	2,886	898	341	1,396
Hinton	1,087	400	114	541
Peace River	893	269	100	445
Slave Lake	1,034	355	114	557
Vermilion	1,301	426	153	781
Interprovincial - Training Only (Note 1)	865	171	N/A	312
Interprovincial/International Training and Certification (Note 2)	764	162	17	124
<b>TOTAL</b>	<b>70,415</b>	<b>22,668</b>	<b>6,827</b>	<b>32,492 (Note 3)</b>

Source: Alberta Advanced Education and Technology

\* This table represents statistics covering the January to December 2008 calendar year. Technical training in Table 7 is reported as school year. For this table only, the technical training statistics cover the calendar year for comparability within this table.

\*\* Attendance reflects the number of technical training seats occupied.

Note 1: Alberta provides training for apprentices from other provinces and territories where the trade is designated but the jurisdictions are unable to provide technical training due to small apprentice registration numbers. Alberta does not issue these individuals a certificate. They are not counted in Table 5 under Completed Apprentices.

Note 2: Alberta registers apprentices and provides technical training to people from jurisdictions where no program exists. Alberta issues a certificate on completion of the program.

Note 3: Not all apprentices attend technical training in any given year, so the ratio of the number of registered apprentices to classroom spaces varies. The reasons for not attending may include:

- Apprentices do not normally attend technical training until they have had at least eight to 10 months of on-the-job training with their employer.
- Some apprentices are graduates of accredited post-secondary technical programs or have completed an apprenticeship program in another trade and have received credit for their technical training.
- Some have successfully completed all of the technical training and have only the required on-the-job training to complete before being eligible to be certified.
- Some prefer to obtain the study material (ILMs – individual learning modules) and learn at their own pace and challenge the industry exam.
- Some are in the Registered Apprenticeship Program (RAP) and attending high school and are not able to attend technical training.

Table 10

## Meetings of the Trade, Occupation and Provisional Committees, 2008\*

Trade/Occupation	Provincial Apprenticeship Committees, Occupation Committees, Provisional Committees			Local Apprenticeship Committees	All Committees
	Full Committee Meetings	Sub-Committee Meetings	Sub-Total	Sub-Total	TOTAL
Agricultural Equipment Technician	0	2	2	N/A	2
Appliance Service Technician	0	2	2	0	2
Auto Body Technician	1	1	2	1	3
Automotive Service Technician	0	1	1	6	7
Baker	0	1	1	0	1
Boilermaker	0	3	3	N/A	3
Bricklayer	0	0	0	0	0
Cabinetmaker	1	4	5	2	7
Carpenter	1	1	2	3	5
Communication Technician	1	7	8	1	9
Concrete Finisher	0	1	1	N/A	1
Cook	1	0	1	2	3
Crane and Hoisting Equipment Operator	1	5	6	4	10
Electric Motor Systems Technician	1	1	2	1	3
Electrician	2	2	4	6	10
Elevator Constructor	0	2	2	N/A	2
Floorcovering Installer	0	3	3	N/A	3
Gasfitter	0	1	1	0	1
Glazier	0	4	4	1	5
Hairstylist	1	6	7	1	8
Heavy Equipment Technician	0	2	2	6	8
Instrument Technician	0	7	7	0	7
Insulator	0	1	1	N/A	1
Ironworker	0	2	2	N/A	2
Landscape Gardener	2	6	8	0	8
Lather-Interior Systems Mechanic	0	5	5	N/A	5
Locksmith	0	3	3	1	4
Machinist	1	1	2	1	3
Millwright	0	4	4	0	4
Motorcycle Mechanic	0	1	1	2	3
Outdoor Power Equipment Technician	1	0	1	0	1
Painter and Decorator	1	2	3	1	4
Parts Technician	2	6	8	4	12
Plumber	0	1	1	0	1
Powerline Technician	1	4	5	1	6
Power System Electrician	1	2	3	N/A	3
Recreation Vehicle Service Technician	0	3	3	4	7
Refrigeration and Air Conditioning Mechanic	0	4	4	1	5
Rig Technician	1	3	4	N/A	4
Roofer	3	1	4	N/A	4

(continued)

# Table 10 (continued)

## Meetings of the Trade, Occupation and Provisional Committees, 2008\*

Trade/Occupation	Provincial Apprenticeship Committees, Occupation Committees, Provisional Committees			Local Apprenticeship Committees	All Committees
	Full Committee Meetings	Sub-Committee Meetings	Sub-Total	Sub-Total	TOTAL
Sawfiler	0	0	0	N/A	0
Sheet Metal Worker	0	7	7	0	7
Sprinkler Systems Installer	0	2	2	0	2
Steamfitter- Pipefitter	0	2	2	0	2
Structural Steel and Plate Fitter	0	0	0	N/A	0
Tilesetter	0	0	0	1	1
Tool and Die Maker	1	1	2	N/A	2
Transport Refrigeration Technician	1	0	1	N/A	1
Water Well Driller	1	0	1	N/A	1
Welder	1	0	1	3	4
Construction Craft Labourer	0	1	1	N/A	1
Field Heat Treatment Technician (Note 2)	0	1	1	N/A	1
Gas Utility Operator	0	0	0	N/A	0
Industrial Construction Crew Supervisor (Note 3)	1	3	4	N/A	4
Oil and Gas Transportation Services	0	1	1	N/A	1
Snubbing Services	0	1	1	N/A	1
Steel Detailer	0	1	1	N/A	1
Warehousing	0	1	1	N/A	1
Well Testing Services Supervisor	0	1	1	N/A	1
Cathodic Protection	1	0	1	N/A	1
Electrologist	0	0	0	N/A	0
Fireproofers	1	1	2	N/A	2
Meat Cutter	0	1	1	N/A	1
Natural Gas Compression Technician	0	0	0	N/A	0
Railway Car Technician	1	0	1	N/A	1
Residential Site Manager	1	0	1	N/A	1
<b>Total - All Trade, Occupation and Provisional Committees</b>	<b>32</b>	<b>129</b>	<b>161</b>	<b>53</b>	<b>214</b>

Source: Alberta Advanced Education and Technology

\* The meetings counted in this table are in-person meetings only. Many committees also conduct meetings on a single item or through ballots, faxes or phone conversations. These are not included in this table.

N/A: Not applicable refers to trades where local apprenticeship committees do not exist. Designated occupations do not have local committees.

Note 2: Field heat treatment technician became a designated occupation on August 1, 2008.

Note 3: Industrial construction crew supervisor became a designated occupation on June 1, 2008.

# Table 11

Number of Participants in the Registered Apprenticeship Program (RAP) by Trade as of December 31, 2008

Trade Description	High School	Full Time	Certified (Note 1)
Agricultural Equipment Technician	24	40	11
Appliance Service Technician	6	4	2
Auto Body Technician	70	83	41
Automotive Service Technician	215	327	186
Baker	7	8	4
Boilermaker	1	0	5
Bricklayer	8	13	22
Cabinetmaker	35	39	86
Carpenter	198	352	0
Communication Technician	6	2	1
Concrete Finisher	4	14	2
Cook	94	98	36
Crane and Hoisting Equipment Operator	5	8	6
Electric Motor Systems Technician	0	1	0
Electrician	189	378	183
Elevator Constructor	1	0	0
Floorcovering Installer	7	7	1
Gasfitter	5	0	2
Glazier	6	7	4
Hairstylist	186	145	270
Heavy Equipment Technician	182	415	189
Instrument Technician	48	87	32
Insulator	3	4	0
Ironworker	4	4	1
Ironworker - Metal Building Systems Erector	2	1	0
Landscape Gardener	8	8	3
Lather-Interior Systems Mechanic	9	6	1
Locksmith	3	5	2
Machinist	34	50	29
Millwright	41	85	40
Motorcycle Mechanic	17	38	11
Outdoor Power Equipment Technician	5	9	0
Painter and Decorator	8	7	3
Parts Technician	32	48	38
Plumber	82	135	41
Power Lineman	6	12	6
Power System Electrician	0	0	0
Recreational Vehicle Service Technician	4	3	2
Refrigeration and Air Conditioning Mechanic	11	17	8
Rig Technician (Note 2)	0	3	0
Roofer	3	5	1

(continued)

# Table 11 (continued)

## Number of Participants in the Registered Apprenticeship Program (RAP) by Trade as of December 31, 2008

Trade Description	High School	Full Time	Certified (Note 1)
Sawfiler	0	0	0
Sheet Metal Worker	21	45	5
Sprinkler Systems Installer	4	7	6
Steamfitter-Pipefitter	22	59	21
Structural Steel and Plate Fitter	6	5	5
Tilesetter	5	3	1
Tool and Die Maker	0	0	0
Transport Refrigeration Mechanic	0	2	1
Water Well Driller	2	1	2
Welder	202	576	348
Total	1,831	3,166	1,658 (Note 1)

Source: Alberta Advanced Education and Technology

High School = RAP participants currently in high school.

Full Time = RAP participants who have completed high school and are now full time apprentices.

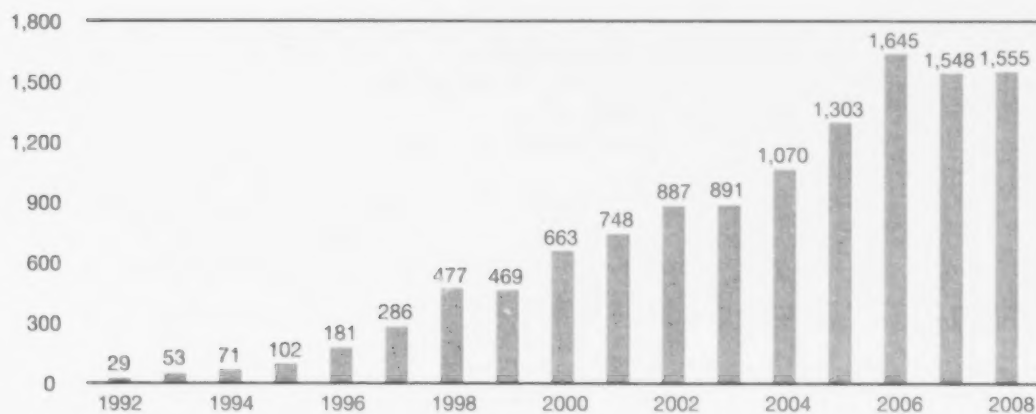
Certified = RAP participants who have completed their apprenticeship program and are now certified tradespeople.

Note 1: Total number of RAP participants certified since inception of program.



## Chart 3

Number of New Registrants in the Registered Apprenticeship Program (RAP) by Year, 1992 - 2008



Source: Alberta Advanced Education and Technology

\* This graph represents statistics covering a series of calendar years (January to December).

# Table 12

Number of Apprentices Registered - Total, Aboriginal and Women - 2008\*

Trade/Occupation	Total Apprentices Registered	Aboriginal Apprentices Registered	Women Apprentices Registered
Agricultural Equipment Technician	179	0	3
Appliance Service Technician	108	2	4
Auto Body Technician	797	12	43
Automotive Service Technician	3,781	82	122
Baker	265	2	173
Boilermaker	300	11	12
Bricklayer	301	8	4
Cabinetmaker	505	10	103
Carpenter	5,246	249	258
Communication Technician	468	3	23
Concrete Finisher	98	3	1
Cook	1,180	26	357
Crane and Hoisting Equipment Operator	2,594	68	41
Electric Motor Systems Technician	88	0	2
Electrician	10,735	188	530
Elevator Constructor	225	2	2
Floorcovering Installer	85	1	1
Gasfitter	394	9	15
Glazier	321	5	10
Hairstylist	2,350	58	2143
Heavy Equipment Technician	5,447	151	81
Instrument Technician	1,923	46	89
Insulator	824	31	148
Ironworker	1,279	80	47
Ironworker - Metal Building Systems Erector	74	3	2
Landscape Gardener	188	5	74
Lather-Interior Systems Mechanic	133	3	7
Locksmith	68	1	11
Machinist	1,132	13	50
Millwright	2,164	44	42
Motorcycle Mechanic	324	8	7
Outdoor Power Equipment Technician	91	3	4
Painter and Decorator	124	9	30
Parts Technician	1,050	27	336
Plumber	4,576	84	135
Powerline Technician	596	17	3
Power System Electrician	209	5	10
Recreation Vehicle Service Technician	223	6	17
Refrigeration and Air Conditioning Mechanic	765	8	6
Rig Technician (Note 1)	3,823	52	8
Roofer	188	10	6

(continued)

# Table 12 (continued)

## Number of Apprentices Registered - Total, Aboriginal and Women - 2008\*

Trade/Occupation	Total Apprentices Registered	Aboriginal Apprentices Registered	Women Apprentices Registered
Sawfiler	11	0	0
Sheet Metal Worker	1,543	21	63
Sprinkler Systems Installer	445	8	11
Steamfitter-Pipefitter	4,607	138	188
Structural Steel and Plate Fitter	159	4	4
Tilesetter	41	0	10
Tool and Die Maker	6	0	0
Transport Refrigeration Technician	61	1	1
Water Well Driller	44	1	3
Welder	8,277	294	505
<b>Total Trades</b>	<b>70,415</b>	<b>1,812 (Note 2)</b>	<b>5,745</b>

Source: Alberta Advanced Education and Technology

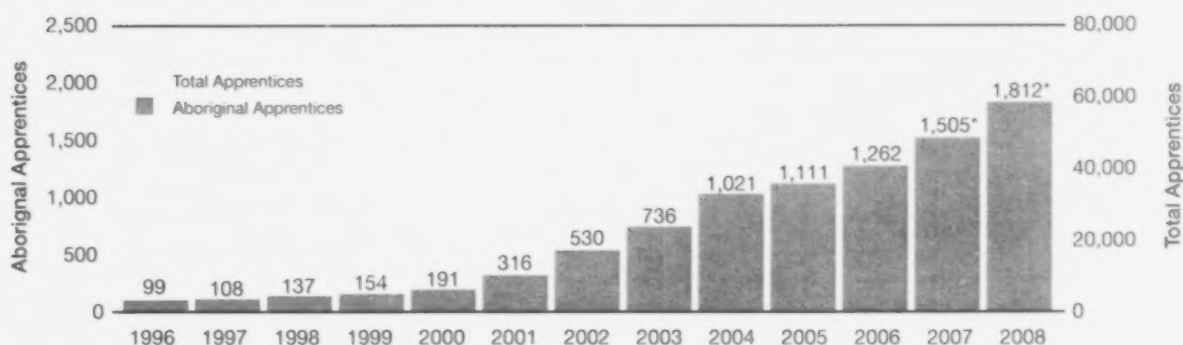
\* Total number of apprentices registered as of December 31. Apprentices may be registered in more than one trade or branch of a trade within the same year, but are counted here only once.

Note 1: Approximately 1,440 of the rig technician apprentices are from Canadian jurisdictions other than Alberta.

Note 2: Apprentices choose whether or not to disclose their Aboriginal heritage when registering. The total number of Aboriginal apprentices reflected here indicates those who disclosed their Aboriginal heritage. There may be additional apprentices with Aboriginal heritage registered who did not disclose that information.

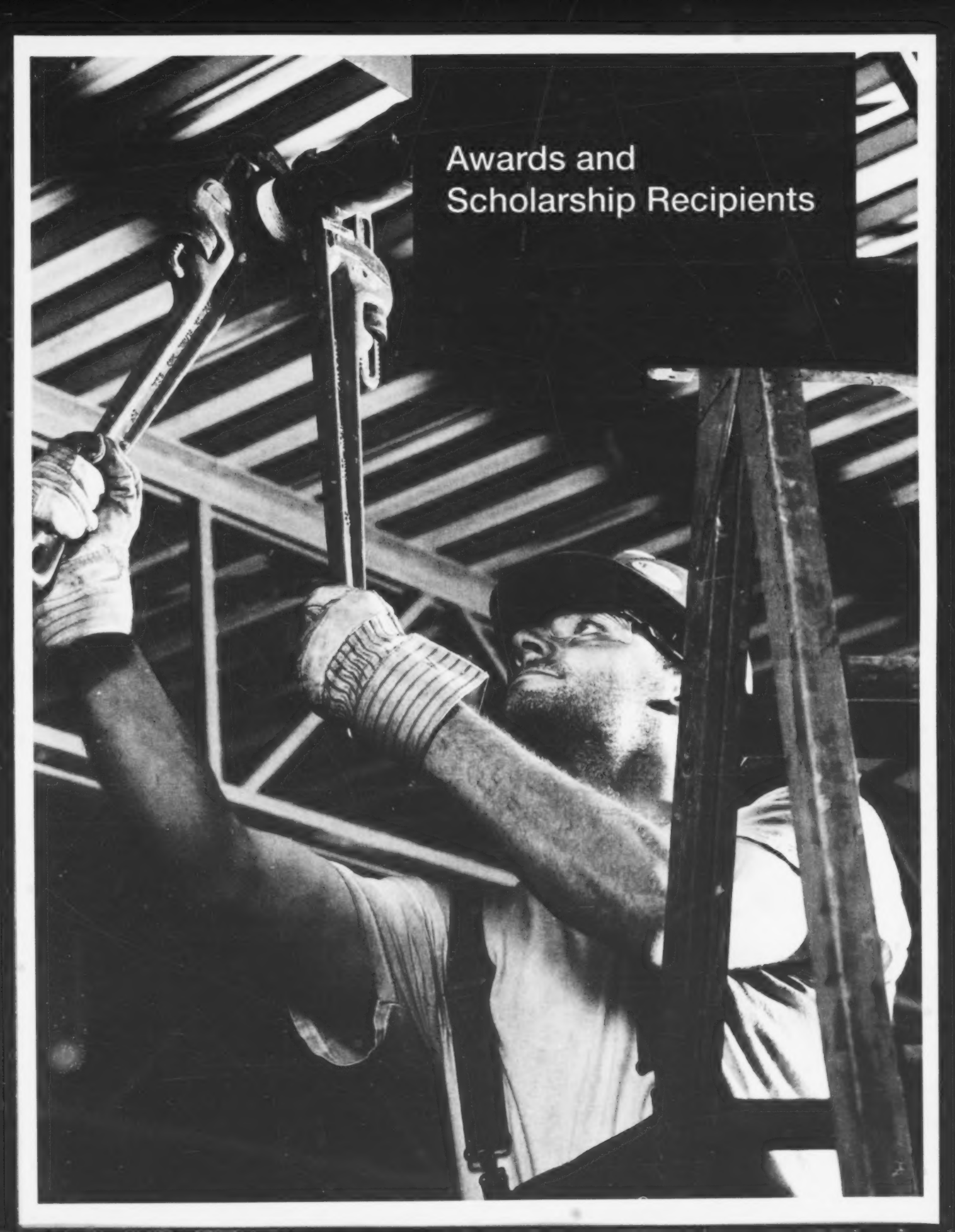
## Chart 4

### Total and Aboriginal Apprentices Registered, 1996 - 2008



Source: Alberta Advanced Education and Technology

\* In 2007 and 2008, the methodology changed, therefore, the numbers in those two years cannot be compared to those of previous years.

A black and white photograph of a construction worker. The worker is wearing a hard hat, safety glasses, and work gloves. He is looking upwards and to the left, focused on his work. He is using a large, open-end wrench to tighten a bolt on a metal beam. The background shows a complex network of metal beams and structural elements, suggesting a construction site. The lighting is dramatic, with strong highlights and deep shadows.

## Awards and Scholarship Recipients

# Top Apprentice Awards 2007-2008

	RECIPIENT	TRADE	CITY/TOWN	EMPLOYER
1	Matthew Antkiw	Ironworker - Reinforcing	Edmonton	A & H Steel
2	Zachary Beagan	Auto Body Technician - Auto Body Repairer	Stettler	Brennan Auto Body Repair Ltd.
3	Cody Beckett	Cabinetmaker	Calgary	C-West Custom Fixtures Inc.
4	Jason Billings	Painter and Decorator	Calgary	Affordable Impressions
5	Gregory Blackwell	Power Lineman	Medicine Hat	Fortis Alberta Inc.
6	Antoine Boulet	Machinist	Bowden	Shooters Welding & Services Inc.
7	Robert Boyd	Heavy Equipment Technician - Heavy Duty Equipment Mechanic (Off Road)	Calgary	Brandt Tractor Ltd.
8	Philip Brent	Gasfitter - B	Whitecourt	Gregor Mechanical
9	Steven Brown	Automotive Service Technician	Lacombe	Peak Auto Services Ltd.
10	Lisa Brown	Landscape Gardener	Calgary	City Of Calgary Parks #75
11	Clyde Buchanan	Steamfitter - Pipefitter	St Albert	Abraxus Construction Group LP
12	Phillip Buelow	Water Well Driller	Bashaw	Cliff's Drilling Ltd.
13	Dustin Bugera	Crane and Hoisting Equipment Operator - Wellhead Boom Truck	Red Deer	Lonkar Services Ltd.
14	Garritt Carleton	Ironworker	Edmonton	KBR
15	Ryan Casson	Locksmith	Coalhurst	Active Lock and Safe Ltd.
16	Brian Cotterhill	Rig Technician 3	High Prairie	Ensign Drilling
17	Dwayne Crowe	Boilermaker	Edmonton	Boilermaker App Adm Agency
18	Mehti Dadashov	Heavy Equipment Technician	Edmonton	BP Canada Energy
19	Blair Dutton	Heavy Equipment Technician - Truck and Transport Mechanic	St Albert	Maxim Transportation Services Inc.
20	Scott Dyrkach	Electrician	Beaverlodge	City Of Grande Prairie
21	Charles Essex	Cook	Lethbridge	Alberta Health Services - Chinook Health
22	Kyle Feely	Sprinkler Systems Installer	Calgary	Stoughton Fire Protection Ltd.
23	Paul Ferguson	Communication Technician	Calgary	Telus Communications Inc.
24	Todd Field	Parts Technician	Vermilion	Fire Etc. - Emergency Training Centre, A Division of Lakeland College
25	Shane Fox	Plumber and Gasfitter (B)	Calgary	Almy Plumbing Inc.
26	Ryan Greaves	Motorcycle Mechanic	Edmonton	After Dark Motorcycles Inc.
27	Joel Grenier	Crane and Hoisting Equipment Operator - Mobile Crane	Airdrie	Agra Foundations
28	Michael Harlos	Concrete Finisher	Calgary	Concrete Restorations Ltd.
29	Scott Kennedy	Roofer	Edmonton	C C S Contracting Ltd.
30	Denis Lavergne	Gasfitter - A	Edmonton	Aerco Industries
31	Kristin Lussier	Instrument Technician	Grande Prairie	Canadian Natural Resources Ltd.
32	Christopher Marchand	Heavy Equipment Technician - Transport Trailer Mechanic	Edmonton	Overland Container Transportation Service Corp.
33	Christopher McArthur	Crane and Hoisting Equipment Operator - Boom Truck	Blackie	Maverick Oilfield Transportation Ltd.
34	Sean McKenzie	Bricklayer	Edmonton	K Hansen Masonry 1983 Ltd.
35	Wendy McNaughton	Hairstylist	Sherwood Park	Sylvia & Co. Salon Services
36	Jason Mitchell	Ironworker - Structural/Ornamental	Rochester	Supreme Steel Ltd., Bridge Division
37	Chad Moore	Millwright	Red Deer	Toromont Energy Services Ltd.
38	Allison Okamitsu	Baker	Calgary	Catch Restaurant
39	Ryan Olmstead	Power System Electrician	Calgary	Enmax Corporation
40	Jonathan Pedersen	Structural Steel and Plate Fitter	Calgary	Glenmore Fabricators
41	Rodney Pillipow	Appliance Service Technician - Commercial Service Technician	Lethbridge	Re-Nu Commercial Appliance Repair Ltd.
42	Anthony Pothoven	Floorcovering Installer	Edmonton	Quest Flooring
43	Susan Qualtieri	Auto Body Technician - Auto Body Refinisher	Calgary	Concours Collision Centre
44	Christopher Ramsey	Sheet Metal Worker	Calgary	Advance Mechanical Ltd.
45	James Richardson	Appliance Service Technician	Calgary	Sears Canada Inc (Service Dept)
46	Steven Rose	Agricultural Equipment Technician	Three Hills	Agro Trochu
47	Crystal Rutley	Insulator	Edmonton	Transfield Asset Management Services Integrated Ltd.
48	James Sivret	Electric Motor Systems Technician	Calgary	Turbocare Canada Ltd.
49	Christopher Smith	Welder	Bittern Lake	Camrose Machine & Welding
50	Dean Strach	Carpenter	Flatbush	Millennium Modular Homes Ltd.
51	Casey Thompson	Recreation Vehicle Service Technician	Airdrie	Bucar's RV Center
52	Joshua Vereschagin	Lather - Interior Systems Mechanic	Edmonton	QSI Interiors Ltd.
53	Jon Voss	Transport Refrigeration Technician	Edmonton	Thermo King Western Inc.
54	Cameron Wright	Glazier	Calgary	Alpine Glass (1984) Ltd.
55	Michael Wynker	Ironworker - Metal Building Systems Erector	Vauxhall	D A Building Systems Ltd.
56	Robert Ypma	Refrigeration and Air Conditioning Mechanic	Calgary	A K Brown Refrigeration and Air Conditioning



## 2007-2008 Registered Apprenticeship Program (RAP) Scholarship Recipients

	DONOR	RECIPIENT	TRADE
1	Alberta Building Trades Council / Construction Labour Relations - Alberta	Eric Williams	Electrician
2	Alberta-Pacific Forest Industries Inc.	Kevin Baldwin	Electrician
3	Bill and Catharine Watson and Family	Nicholas Geiger	Electrician
4	Christian Labour Association of Canada	Kody Fahlman	Welder
5	Construction Labour Relations - An Alberta Association, and Alberta Building Trades Council	Corbin Starko	Steamfitter-Pipefitter
6	Electrical Contractors Association of Alberta	Tyler Griesheimer	Electrician
7		Marshall Trarback	Electrician
8	Flint Energy Services Ltd.	Thomas Flesher	Plumber and Gasfitter (B)
9	Fluor Constructors Canada Ltd.	Rowley Heaton	Welder
10	International Brotherhood of Boilermakers Local 146 - Boilermaker Apprenticeship and Training Trust Fund Local 146	Michael Wolbeck	Welder
11	Ironworkers Local 720, Edmonton and Local 725, Calgary - Ironworkers Apprenticeship and Training Plan of Alberta	Peter Rodermond	Ironworker
12	Jacobs Catalytic Ltd.	Tyler Paget	Welder
13	KBR Canada Inc.	Derek Cripps	Welder
14	Maxam Contracting Ltd.	Katelyn Sheldon	Carpenter
15	Mechanical Contractors Association of Alberta	Bretton Yakiwchuk	Plumber and Gasfitter (B)
16	Merit Contractors Association	Dale Redman	Steamfitter-Pipefitter
17	Modern Beauty Supplies Inc.	Kelsey Bettencourt	Hairstylist
18	Motor Dealers' Association of Alberta	Amanda Davidson	Automotive Service Technician
19	NOVA Chemicals Corporation	Jonathan Webb	Welder
20	Pacific Western Transportation Ltd.	Dillon Carswell	Heavy Equipment Technician
21	PCL Construction Group Inc.	Terry Kit	Carpenter
22	Shell Canada Limited	John Wachowicz	Welder
23	Synchrude Canada Ltd.	Tyler Roberts	Heavy Equipment Technician
24	The Calgary Foundation - Cadmus Fund	Mark Karr	Heavy Equipment Technician
25		Garrett Powers	Millwright
26	The Optimist Club of Sherwood Park	Craig W. Andringa	Welder
27	TransCanada PipeLines Limited	Adam Herman	Electrician
28	Alberta Apprenticeship and Industry Training Board	Paul Abma	Welder
29		Chad Adolph	Carpenter
30		Richard Allen	Automotive Service Technician
31		G Drew Allert	Carpenter
32		Shayden Anderson	Plumber and Gasfitter (B)
33		Travis Anderson	Welder
34		Blair Anthony	Welder
35		Cody Atkinson	Instrument Technician
36		Joshua Baart-Raiche	Welder
37		Neil Bachelдор	Automotive Service Technician
38		Kenton Bajema	Welder
39		Justin Baji	Carpenter
40		Petra Bangma	Heavy Equipment Technician
41		Jessie Barr	Heavy Equipment Technician
42		Colin Barsi	Millwright
43		Michelle Barsness	Welder
44		Keegan Bartel	Carpenter
45		Matthew Beacock	Electrical Motor Systems Technician
46		Dustin Beierbach	Carpenter
47		Erin Bell	Welder
48		Andrew Belyan	Power Lineman
49		Braden Bennett	Heavy Equipment Technician
50		Christopher Benoit	Automotive Service Technician
51		Rory Berg	Millwright
52		Brenden Berg	Welder
53		Neil Bernard	Welder
54		Noel Beusekom	Electrician
55		Kristopher Bianchi	Automotive Service Technician
56		Brandon Bishop	Motorcycle Mechanic
57		Christopher Bjornstad	Cabinetmaker

2007-2008 Registered Apprenticeship Program  
(RAP) Scholarship Recipients (continued)

DONOR	RECIPIENT	TRADE
58 Alberta Apprenticeship and Industry Training Board	Travis Boe	Carpenter
59	Dane Bohush	Welder
60	Dexter Bonertz	Welder
61	Ashley Borle	Hairstylist
62	Shenise Boser	Hairstylist
63	Micheal Bosse	Carpenter
64	Justin Bossert	Automotive Service Technician
65	Reegan Bovey	Welder
66	Jenna Boyko	Hairstylist
67	Darcy Breau	Carpenter
68	Tyler Brenneis	Welder
69	Landon Brosnikoff	Welder
70	Shae Brown	Electrician
71	Dylan Bruun	Electrician
72	Kayla F. Bryden	Hairstylist
73	Michael Buchholz	Welder
74	Travis Budjak	Instrument Technician
75	Jared Buote	Carpenter
76	Jack Burton	Hairstylist
77	Kyle Bye	Electrician
78	Christopher Campbell	Automotive Service Technician
79	Logan Campbell	Welder
80	Jordan R. Canning	Welder
81	Cory Chikie	Carpenter
82	Ashylla Chipman	Hairstylist
83	Graehme Chmilar	Electrician
84	Dustin Christianson	Heavy Equipment Technician
85	Taylor Christie	Millwright
86	Jeffrey Chrzanecki	Millwright
87	Steven Clarey	Welder
88	Jeffrey Classen	Welder
89	Cory Cochrane	Welder
90	Justin Connolly	Agricultural Equipment Technician
91	Jacob Cookson	Instrument Technician
92	Joshua Coon	Auto Body Technician
93	Bryce Cormier	Electrician
94	Jasmine Corrigan	Hairstylist
95	Karalee Craig	Parts Technician
96	Blair Currie	Carpenter
97	Joshua Daurie	Hairstylist
98	Kyle Dawson	Automotive Service Technician
99	Jonathan De Boer	Welder
100	David De Bruin	Electrician
101	Cody de Graaf	Carpenter
102	Josh de Jager	Welder
103	Tyler Delay	Heavy Equipment Technician
104	Stefan deMoissac	Welder
105	Cory Devoe	Welder
106	Anthony D. Dezorzi	Ironworker
107	Blair E. Dowling	Carpenter
108	Shawn Duce	Carpenter
109	Kierra Duchscher	Parts Technician
110	Sheldon Dudgeon	Electrician
111	Ryan Dueck	Automotive Service Technician
112	Britni Dueck	Hairstylist
113	Ryan Duiker	Sheet Metal Worker
114	Jordan Duncan	Sheet Metal Worker
115	Blair Durant	Automotive Service Technician
116	Joseph Dyck	Electrician
117	Clayton Dykstra	Welder

2007-2008 Registered Apprenticeship Program  
(RAP) Scholarship Recipients (continued)

	DONOR	RECIPIENT	TRADE
118	Alberta Apprenticeship and Industry Training Board	James Easton	Heavy Equipment Technician
119		Scott Eklund	Electrician
120		Shawn J. Elgie	Heavy Equipment Technician
121		Trevor Ellens	Outdoor Power Equipment Technician- Power Equipment
122		Jason Ellis	Cabinetmaker
123		Isaac Elsom	Welder
124		Devon Erickson	Heavy Equipment Technician
125		Ryan Erickson	Heavy Equipment Technician
126		Mitchel Erickson	Welder
127		Shawn Felgate	Plumber
128		Daniel Fellhauer	Electrician
129		Morgan Feniak	Instrument Technician
130		Luke Ferguson	Heavy Equipment Technician
131		Aaron Feth	Welder
132		Murdoch Fleming	Automotive Service Technician
133		Alexander Fluellon	Bricklayer
134		Michella Fortier	Welder
135		James Foster	Automotive Service Technician
136		Ryan Foster	Electrician
137		Tyler Foster	Electrician
138		Joshua Foster	Plumber
139		Curtis Foxwell	Welder
140		David Franke	Heavy Equipment Technician
141		Travis Freeman	Carpenter
142		Jesse Frey	Carpenter
143		Aaron Froehler	Welder
144		Eric Fruhwirth	Automotive Service Technician
145		Sean Gaetz	Plumber and Gasfitter (B)
146		Christine R. Gallon	Hairstylist
147		Evan Gambell	Instrument Technician
148		Sean Aw Gates	Millwright
149		Amy Gehrling	Parts Technician
150		John A. Gibbons	Welder
151		Dylan Giberson	Heavy Equipment Technician
152		Chad Gilchrist	Automotive Service Technician
153		Navraj Gill	Carpenter
154		Jordon Givens	Carpenter
155		Daniel Goudreau	Automotive Service Technician
156		Robert Green	Welder
157		Brodie Greschner	Carpenter
158		Trevan Guckert	Plumber and Gasfitter (B)
159		Colby Guldbrandsen	Welder
160		Kyler Gundersen	Welder
161		Kyle Gunn	Electrician
162		Mark Halbert	Welder
163		Kayla Hall	Hairstylist
164		Travis Hanson	Welder
165		Ryan P. Harder	Welder
166		Troy Harrison	Electrician
167		Zachary J. Hartle	Electrician
168		Alexander Harvey	Sprinkler Systems Installer
169		Jeremy Hawryluk	Carpenter
170		James Henderson	Carpenter
171		Andrew Herbert	Carpenter
172		Coltin Herriman	Automotive Service Technician
173		Jesse Hewitt	Heavy Equipment Technician
174		Bræ-Lea Hickey	Hairstylist
175		Tyler Hildebrandt	Heavy Equipment Technician
176		Quyen Hoang	Automotive Service Technician

2007-2008 Registered Apprenticeship Program  
(RAP) Scholarship Recipients (continued)

	DONOR	RECIPIENT	TRADE
177	Alberta Apprenticeship and Industry Training Board	Kurtis Hochachka	Carpenter
178		Dallas Hoffman	Welder
179		Matthew Holdstock	Welder
180		Corey Hollemeyer	Electrician
181		Joshua Holstein	Automotive Service Technician
182		Tao Hong	Electrician
183		Jordan Hood	Carpenter
184		Ryan Hoover	Carpenter
185		Bryan Hopwood-Jones	Automotive Service Technician
186		Philip Horne	Auto Body Technician
187		Dyson Hoshowski	Millwright
188		Kristopher Howells	Auto Body Technician - Auto Body Refinisher
189		Devin Huggard-McInnis	Automotive Service Technician
190		Alysha Hummelle	Hairstylist
191		Dion Huot	Plumber and Gasfitter (B)
192		Michael R. Hyde	Parts Technician
193		Kalen Ingebrigtsen	Tilesetter
194		Clinton Irwin	Electrician
195		Gerry Jackman	Electrician
196		Casey Jackson	Carpenter
197		Chad Jensen	Bricklayer
198		Eric Jespersen	Cabinetmaker
199		Emily Jespersen	Carpenter
200		Derek Jessop	Cook
201		William Jex	Cabinetmaker
202		Ryan Johannesen	Electrician
203		Kristian John	Plumber and Gasfitter (B)
204		Nathan Johnson	Electrician
205		Kayla Jones	Hairstylist
206		Cody Jurgens	Electrician
207		Kenneth Kaisner	Heavy Equipment Technician
208		Rosanna Kanash	Hairstylist
209		Timothy J. Kaprowski	Plumber and Gasfitter (B)
210		Tyson Kemery	Welder
211		David Kennedy	Carpenter
212		Taylor C. Kennedy	Carpenter
213		Christopher Kile	Heavy Equipment Technician
214		Colten Kimmy	Electrician
215		Devin Kinley	Electrician
216		Tyler Klausen	Electrician
217		Michael Klingenberg	Motorcycle Mechanic
218		Peter Klok	Electrician
219		Dalton Kluthe	Agricultural Equipment Technician
220		Satricia Knake	Hairstylist
221		Matthew Knudslien	Electrician
222		Wendel Knudson	Welder
223		Mathew Komm	Heavy Equipment Technician
224		Bradly Kornelson	Carpenter
225		David Kos	Heavy Equipment Technician
226		Kyle Kowalchuk	Welder
227		Corey Kristianson	Glazier
228		Mitchell Kroetsch	Millwright
229		Jodie Lack	Hairstylist
230		Ryley Lafferty	Locksmith
231		Kyle Lake	Carpenter
232		Luc J. Lamontagne	Plumber and Gasfitter (B)
233		Kirt Lapointe	Welder
234		Scott Larg	Electrician
235		Cameron Leeson	Heavy Equipment Technician

2007-2008 Registered Apprenticeship Program  
(RAP) Scholarship Recipients (continued)

	DONOR	RECIPIENT	TRADE
236	Alberta Apprenticeship and Industry Training Board	Steven Lehr	Agricultural Equipment Technician
237		Ian Leslie	Plumber and Gasfitter (B)
238		Nicholas Lightle	Welder
239		John Lindstrand	Carpenter
240		Steve Lingley	Welder
241		Kyle Loose	Welder
242		Jeffery Lovasz	Plumber and Gasfitter (B)
243		Matthew Lowes	Welder
244		Danny Lucy	Electrician
245		Alec Lyall	Crane and Hoisting Equipment Operator
246		John Lyftogt	Instrument Technician
247		Ryan Lynes	Welder
248		Kenneth MacConnell	Welder
249		James R. MacDonald	Motorcycle Mechanic
250		Gary MacFarlane	Carpenter
251		Jordan Mack	Carpenter
252		Pake MacKinnon	Electrician
253		Joel Maisonneuve	Welder
254		Derek Maljaars	Carpenter
255		Thomas Manners	Machinist
256		Tyson Manning	Heavy Equipment Technician
257		Robert Marghella	Automotive Service Technician
258		Michael P. Marko	Automotive Service Technician
259		Justin Marko	Welder
260		Dwight Martial	Millwright
261		Jason Massie	Welder
262		Skylar Matthews	Automotive Service Technician
263		Jeffrey Matwychuk	Electrician
264		Nicholas Mausolf	Plumber and Gasfitter (B)
265		Lane Maxwell	Welder
266		Lisa May	Hairstylist
267		Robert Mayert	Automotive Service Technician
268		Scott T. McAllister	Millwright
269		Natasha McClelland	Hairstylist
270		Kyle McCracken	Welder
271		Derek McCulloch	Automotive Service Technician
272		Chelsea McDonnell	Parts Technician
273		Korrey McGilvray	Welder
274		Travis McKeague	Automotive Service Technician
275		Robert McKenzie	Welder
276		Scottie McLeod	Heavy Equipment Technician
277		Nic McMann	Electrician
278		Shawna McNabb	Hairstylist
279		Jarrett Melenka	Electrician
280		Blaire Miller	Carpenter
281		Emily Miller	Hairstylist
282		Grant Miller	Sheet Metal Worker
283		Brianna Mills	Baker
284		Brantley Mitchell	Automotive Service Technician
285		Kelsey Moncrieff	Hairstylist
286		Dustin Moreau	Carpenter
287		Shawn Morin	Electrician
288		Jeffrey Neigum	Welder
289		Daniel Nelson	Electrician
290		Luke Nesbitt	Electrician
291		Evan Newman	Welder
292		Kyle Nichol	Automotive Service Technician
293		Joel Nyboe	Cook
294		Tanis Olson	Baker
295		Chelsea Ostonal	Hairstylist

2007-2008 Registered Apprenticeship Program  
(RAP) Scholarship Recipients (continued)

	DONOR	RECIPIENT	TRADE
296	Alberta Apprenticeship and Industry Training Board	Brandon Pankiw	Instrument Technician
297		Tyson Parent	Carpenter
298		Bradley Patzer	Steamfitter-Pipefitter
299		Brad Penman	Machinist
300		Wade Percy	Instrument Technician
301		Justin Perreault	Automotive Service Technician
302		Nathan Petruska	Welder
303		Matthew Pinkus	Automotive Service Technician
304		Craig Pisko	Welder
305		James Plante	Electrician
306		Tyler Plante	Heavy Equipment Technician
307		Chris Platzer	Heavy Equipment Technician-Truck and Transport Mechanic
308		Jordan Podloski	Agricultural Equipment Technician
309		David Polutnik	Automotive Service Technician
310		Justin Pomroy	Steamfitter-Pipefitter
311		Colton Ponto	Electrician
312		Kevin Price	Automotive Service Technician
313		Luis Prieto	Electrician
314		Justin Procyshen	Electrician
315		Brett Prokopchuk	Plumber and Gasfitter (B)
316		Lorieann Publicover	Heavy Equipment Technician
317		Shay Pudwell	Heavy Equipment Technician
318		Cassandra Quaife	Automotive Service Technician
319		Fahad Qureshi	Automotive Service Technician
320		Spencer Raabis	Heavy Equipment Technician
321		Keith Rafuse	Welder
322		Greg Randolph	Welder
323		Jennifer Rath	Welder
324		Kaitlin Ray	Hairstylist
325		Shelan Reason	Hairstylist
326		Carl Redepenning	Cook
327		Dylan Reid	Welder
328		Jesse Rimstad	Electrician
329		Eric Rivait	Cabinetmaker
330		Mark Robideau	Automotive Service Technician
331		Kyle Rose	Electrician
332		Kyle Rourke	Insulator
333		Jamie Royston	Heavy Equipment Technician
334		Matthew Rozmahel	Carpenter
335		Dylan Rude	Plumber and Gasfitter (B)
336		Sylvain Ruel	Heavy Equipment Technician
337		Justin Sailer	Millwright
338		Devon Sales	Heavy Equipment Technician
339		Diego Salzgeber	Heavy Equipment Technician
340		Anthony W. Sanderson	Heavy Equipment Technician
341		Trevor Sawyer	Welder
342		Brandon Schaber	Welder
343		Lance Schamber	Heavy Equipment Technician
344		Michael Schatz	Carpenter
345		Trent Scholing	Welder
346		Jeffry Schooley	Automotive Service Technician
347		Joel Schuh	Electrician
348		Gerald Schweighofer	Agricultural Equipment Technician
349		Andrew F. Scott	Heavy Equipment Technician
350		Steven Scullion	Plumber and Gasfitter (B)
351		Matthew Sewart	Plumber/Gasfitter
352		Michael Sheremeta	Tilesetter
353		Lida Shirzad	Hairstylist
354		Gary Shultz	Heavy Equipment Technician



2007-2008 Registered Apprenticeship Program  
(RAP) Scholarship Recipients (continued)

	DONOR	RECIPIENT	TRADE
355	Alberta Apprenticeship and Industry Training Board	Russell Simmonds	Welder
356		Daniel Simpson	Automotive Service Technician
357		Tyler Skarsen	Electrician
358		Michael Skorobohach	Automotive Service Technician
359		Jennifer Skorobohach	Hairstylist
360		Kyle Slavik	Carpenter
361		Daniel Slevinsky	Carpenter
362		Evan R. Sluchinski	Heavy Equipment Technician
363		Duncan Smith	Automotive Service Technician
364		Jordan Smith	Automotive Service Technician
365		Colten Smith	Motorcycle Mechanic
366		Ryan Snider	Welder
367		Kevin Sobkow	Millwright
368		Joseph Soluri	Electrician
369		Clayton Sorensen	Motorcycle Mechanic
370		Ryan St. Jean	Carpenter
371		Morgan St. Onge	Automotive Service Technician
372		Scott Stack	Machinist
373		Chris Starchuk	Glazier
374		Derek Starr	Welder
375		Kale Steed	Millwright
376		Matthew Steinbach	Agricultural Equipment Technician
377		Adam Sterkenburg	Parts Technician
378		Andrew Stevenson	Welder
379		Nicholas Stickle	Refrigeration & Air Conditioning Mechanic
380		Wesley Stoddart	Millwright
381		Andreas Stoyles	Heavy Equipment Technician
382		Patrick Stubbs	Heavy Equipment Technician
383		Bradley Stumpf	Auto Body Technician - Auto Body Refinisher
384		Michael T. Summers	Automotive Service Technician
385		Trevor Suteau	Electrician
386		Kalli Swanston	Hairstylist
387		Bradley Tailleux	Plumber and Gasfitter (B)
388		Logan Tait	Welder
389		Nathan Taks	Welder
390		Omayya Tarbine	Hairstylist
391		Philip Tarchuk	Cabinetmaker
392		Devin Tardif	Heavy Equipment Technician
393		Marissa Taylor	Hairstylist
394		Shane Tebbutt	Cabinetmaker
395		Ashley Terakita	Cabinetmaker
396		Stephanie Thayer	Plumber/Gasfitter
397		Cord These	Electrician
398		Eric Thiessen	Automotive Service Technician
399		Jonathan Thiessen	Carpenter
400		Daniel Thompson	Millwright
401		Kayla Thorne	Hairstylist
402		Phong Tran	Electrician
403		Ashley Tusz	Hairstylist
404		Mia Uljarevic	Hairstylist
405		Davis Ungarian	Instrument Technician
406		Colton Urlacher	Electrician
407		Jared Van Bryce	Baker
408		Jonathan Van Dam	Carpenter
409		David Van Happen	Carpenter
410		Dwayne Van Maanen	Cabinetmaker
411		Tyler Van Sickle	Welder
412		Lynne Van Slyke	Cook
413		Scott VandenBroek	Heavy Equipment Technician

2007-2008 Registered Apprenticeship Program  
(RAP) Scholarship Recipients (continued)

	DONOR	RECIPIENT	TRADE
414	Alberta Apprenticeship and Industry Training Board	Jonathan Vanderhart	Millwright
415		Douglas Veldman	Bricklayer
416		Jonathan Verhoef	Carpenter
417		Reuben Versteeg	Cabinetmaker
418		Jamie Vorra	Plumber and Gasfitter (B)
419		Ryan Vossebelt	Heavy Equipment Technician
420		Jenelle Wagner	Hairstylist
421		Danika Walford	Hairstylist
422		Jeffrey Walsh	Heavy Equipment Technician
423		Bryce Washburn	Machinist
424		Jenelle Wasilow	Hairstylist
425		Keith Watson	Heavy Equipment Technician
426		Dallas Wells	Insulator
427		Cole Westerlund	Welder
428		Matthew Westwood	Welder
429		Ryan Whelen	Instrument Technician
430		Brandon Wierenga	Welder
431		Stuart Wiersma	Carpenter
432		Brett Wilke	Automotive Service Technician
433		Devon Williams	Electrician
434		Leland Williams	Instrument Technician
435		Lori Wilson	Electrician
436		Garnett Wiltse	Heavy Equipment Technician
437		Derek Winters	Electrician
438		Kurt Witmer	Automotive Service Technician
439		Addison Witthuhn	Electrician
440		Robert J. Wolford	Carpenter
441		Makayla Woytovich	Automotive Service Technician
442		Steven Zak	Cook
443		Glen Zasadny	Welder
444		Richard W. Zatina	Electrician
445		Zachariah Zelent	Welder
446		Brandon Zerbe	Welder

## 2008 Alberta Apprenticeship and Industry Training Scholarship Recipients

### Top Apprentices Scholarships\*

	DONOR	SCHOLARSHIP	RECIPIENT	TRADE
1	Alberta Glass	Alberta Glass Top Apprentice Glazier Scholarship	Kenneth Quigley	Glazier
2	Athabasca Oil Sands Project (a joint venture among Shell Canada, Chevron Canada, and Marathon Oil Sands L.P.)	AOSP Top Electrician Apprentice Scholarship	Coryn McMillan	Electrician
3	Athabasca Oil Sands Project (a joint venture among Shell Canada, Chevron Canada, and Marathon Oil Sands L.P.)	ASO Top Steamfitter-Pipefitter Apprentice Scholarship	Mark Martinez	Steamfitter-Pipefitter
4	Charlton & Hill Ltd.	C.L. (Pat) Hill Memorial Top Apprentice Sheet Metal Scholarship	Jordan Monk	Sheet Metal Worker
5	Petro-Canada	Petro-Canada Top Apprentice Female Welder Scholarship	Erin Zier	Welder

- \* Top Apprentice Scholarships are for apprentices with outstanding academic achievement in their technical training. To learn more, go to [www.tradesecrets.gov.ab.ca](http://www.tradesecrets.gov.ab.ca) and click on 'Scholarships & Awards'.

## 2008 Alberta Apprenticeship and Industry Training Scholarship Recipients (continued)

### Pre-Apprentice Scholarships\*

	DONOR	SCHOLARSHIP	RECIPIENT	TRADE
1	CLAC	CLAC Pre-Apprentice Scholarship for a Woman in a Non-Traditional Trade	Melissa MacKay	Carpenter
2	CLAC	CLAC Pre-Apprentice Scholarship for an Aboriginal Apprentice	Mavis C. Randhile	Ironworker - Metal Building Systems Erector
3	Ferguson Corporation	Ferguson Glass Pre-Apprentice Scholarship	Sondra M. Austin	Recreation Vehicle Service Technician
4	Merit Contractors Association	MeritContractorsAssociationPre-ApprenticeScholarship	Lori Anne Randall	Electrician

\* Pre-apprentice Scholarships are for apprentices who have completed a pre-apprenticeship training program and become registered apprentices. To learn more, go to [www.tradesecrets.gov.ab.ca](http://www.tradesecrets.gov.ab.ca) and click on 'Scholarships & Awards'.

## 2008 Alberta Apprenticeship and Industry Training Scholarship Recipients (continued)

### Apprentice Scholarships

	DONOR	SCHOLARSHIP	RECIPIENT	TRADE
1	Building Trades of Alberta	Alberta Building Trades Council Scholarship	Devon Critchley	Heavy Equipment Technician
2		Justin Slade Memorial Scholarship	Michael Gray	Ironworker - Structural/Ornamental
3		UNITE HERE Scholarship	Sarah MacGillivray	Baker
4		Alberta Building Trades Council Scholarship	Michelle Whiffen	Steamfitter-Pipefitter
5		Al McCagherty Memorial Scholarship	Ryan Conner	Heavy Equipment Technician
6	Alberta Building Trades Council and Construction Labour Relations - An Alberta Association	Alberta Building Trades Council and Construction Labour Relations - An Alberta Association Scholarship	Perry Retzlaff	Heavy Equipment Technician
7	Alberta Building Trades Council, Syncrude, KBR (Canada) Company, Boilermakers Construction Association and International Brotherhood of Boilermakers	David Fagan Memorial Scholarship	Shayne Schneider	Welder
8	Alberta Construction Association/Thygesen Family	Alberta Construction Association/Thygesen Apprenticeship Scholarship	Miles Aubrey	Carpenter
9		Alberta Construction Association/Thygesen Apprenticeship Scholarship	David August-Sjodin	Electrician
10		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Richard Bergeron	Electrician
11		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Kevin Braun	Floorcovering Installer
12		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Susan Copeland	Landscape Gardener
13		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Douglas Elliott	Carpenter
14		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Ryan Ervin	Crane & Hoisting Equipment Operator - Boom Truck
15		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Ronald Foo	Appliance Service Technician
16		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Kevin Forster	Plumber and Gasfitter (B)
17		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Herbert Green	Tool and Die Maker
18		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Christopher Greenfield	Carpenter
19		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Kim Jensen	Electrician
20		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Filip Labeledz	Carpenter
21		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Cary Lavoie	Welder
22		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Nathan Lecerf	Millwright
23		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Daniel Lee	Sheet Metal Worker
24		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Matthew Lund	Millwright
25		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Richard Makowichuk	Refrigeration & Air Conditioning Mechanic
26		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Stephen Milchak	Cabinetmaker
27		Alberta Construction Association/Thygesen Apprenticeship Scholarship	Keith A. Miller	Welder

# 2008 Alberta Apprenticeship and Industry Training Scholarship Recipients (continued)

## Apprentice Scholarships (continued)

	DONOR	SCHOLARSHIP	RECIPIENT	TRADE
28	Alberta Construction Association/ Thygesen Family	Alberta Construction Association/ Thygesen Apprenticeship Scholarship	Ryan Peter	Sprinkler Systems Installer
29		Alberta Construction Association/ Thygesen Apprenticeship Scholarship	Sven H. Poulsen	PlumberandGasfitter(B)
30		Alberta Construction Association/ Thygesen Apprenticeship Scholarship	Clement L. Roberts	Gasfitter (A)
31		Alberta Construction Association/ Thygesen Apprenticeship Scholarship	Lyndon Van Eck	AgriculturalEquipment Technician
32		Alberta Construction Association/ Thygesen Apprenticeship Scholarship	Dale Ward	Electrician
33	Alberta Food Processors Association	Alberta Food Processors Association Stan Ballard Apprenticeship Fund Scholarship	David Allard	Cook
34	Alberta Glass	Alberta Glass Scholarship	Gregory Schmidt	Glazier
35	Alberta Ironworkers Apprenticeship and Training Plan	Alberta Ironworkers Apprenticeship and Training Plan Scholarship	Kurtis Hendricks	Ironworker
36	Alberta Pacific Forest Industries Inc.	Alex Munro Aboriginal Apprenticeship Scholarship	Robyn Gladue	Electrician
37	Albian Sands Energy Inc.	Albian Sands Energy Inc. Apprenticeship Scholarship	Kelly Buffalo	Automotive Service Technician
38	Alggin Metal Industries Ltd.	Alggin Metal Industries Ltd. Gino Bianchini Memorial Scholarship	Bradley Chyz	Sheet Metal Worker
39	Amelco Electric (Calgary) Ltd.	Amelco Electric Ltd. Scholarship	Sean Barry	Electrician
40	Arpi's Industries Ltd.	Arpi's Scholarship	Victor Blake	PlumberandGasfitter(B)
41	ATCO Power Ltd.	ATCO Power Ltd. Scholarship	Peter Collins	Electrician
42	AthabascaOilSandsProject(ajointventure amongShellCanada,ChevronCanada,and Marathon Oil Sands L.P.)	AOSP Apprentice Excellence Scholarship	Kevin Androsoff	Electrician
43		AOSP Apprentice Excellence Scholarship	Ivan Holderness	Electrician
44		AOSP Female Apprentice Excellence Scholarship	Tammy Hronek	Electrician
45		AOSP Apprentice Excellence Scholarship	Robbin Hutchison	Machinist
46		AOSP Apprentice Excellence Scholarship	Gordon Kallio	Millwright
47		AOSP Apprentice Excellence Scholarship	Derek Rich	Electrician
48		AOSP Apprentice Excellence Scholarship	Jeffrey S. Rozak	Millwright
49	Bird Construction Company	Bird Construction Leadership Scholarship	Joshua Klus	Carpenter
50	Boilermaker Apprenticeship Administration Agency	Boilermaker Apprenticeship Agency Scholarship	Donald Fisher	Welder
51	Botting & Associates Alberta Ltd.	The Botting Group of Companies Scholarship	Jiro Ooishi	PlumberandGasfitter(B)
52	Bunch Welding Ltd.	Bunch Welding Scholarship	Raymond Dupas	Recreation Vehicle Service Technician
53		Bunch Welding Scholarship	Christian Janzen	Electrician
54	Calgary Construction Association	Calgary Construction Association - Bob Scrimgeour Scholarship	Michael Hicks	Electrician
55		CalgaryConstructionAssociation-KenTruemanScholarship	Steven Laubenstein	Sheet Metal Worker
56		Calgary Construction Association - Pat Barry Scholarship	Jason Lippert	Electrician
57		CalgaryConstructionAssociation-GregDavidsonScholarship	Cory Loshney	Electrician
58		CalgaryConstructionAssociation-KenKennedyScholarship	John Wong	Heavy Equipment Technician
59	Calgary Motor Dealers Association	Calgary Motor Dealer Association Scholarship	Jason Guptill	Automotive Service Technician
60		Calgary Motor Dealer Association Scholarship	Jeff Reid	Auto Body Technician - Auto Body Repairer
61	Canadian Home Builders Association - Alberta	CanadianHomeBuildersAssociation-AlbertaScholarship	Michael Gordon	Carpenter



## 2008 Alberta Apprenticeship and Industry Training Scholarship Recipients (continued)

### Apprentice Scholarships (continued)

	DONOR	SCHOLARSHIP	RECIPIENT	TRADE
62	Canadian Institute of Steel Construction - Alberta Region	Canadian Institute of Steel Construction - Alberta Region Scholarship	Scott Henderson	Welder
63	Canadian Natural Ltd.	Canadian Natural Apprentice Scholarship	Seth Gregson	Electrician
64	Canem Systems Ltd.	Canem Systems Ltd. Scholarship	Michael J. DeRoo	Electrician
65	Canyon Plumbing & Heating Ltd.	Canyon Plumbing & Heating Ltd. Scholarship	Derek Petruk	PlumberandGasfitter(B)
66	Centaur Subaru	Centaur Subaru Scholarship	Val-Lynn Carlisle	Automotive Service Technician
67	Charlton & Hill Ltd.	Charlton & Hill Ltd Scholarship	Lee Bell	Roofer
68		C.L. (Pat) Hill/ Charlton & Hill Ltd. Scholarship	Chad Stefura	Sheet Metal Worker
69	Chemco Electrical Contractors Ltd.	Chemco Electrical Ltd. Scholarship	Tom Challenger	Electrician
70	CLAC	CLAC Scholarship	Khoon Chan	Instrument Technician
71		CLAC Scholarship	Mathew Simmonds	Electrician
72	Clark Builders	Clark Builders Dave Wardrop Memorial Scholarship	Corey Pusey	Carpenter
73	Clearwater Welding & Fabricating Ltd.	Clearwater Welding & Fabricating Scholarship	Collyn Zahacy	Welder
74	Compass Group	First North Catering Scholarship	Jennifer Harrison	Cook
75	Comstock Canada Ltd.	Comstock Canada Scholarship	Lindsey Erickson	Electrician
76	Construction Labour Relations - An Alberta Association	Construction Labour Relations - An Alberta Association Scholarship	Mark Coley	Carpenter
77		Construction Labour Relations - An Alberta Association Scholarship	Nicholas Good	Steamfitter-Pipefitter
78		Construction Labour Relations - An Alberta Association Scholarship	Matthew F. Hadley-Roberts	Insulator
79		Construction Labour Relations - An Alberta Association Scholarship	Landon Junck	Welder
80		Construction Labour Relations - An Alberta Association Scholarship	Levi Laseur	Refrigeration&AirConditioning Mechanic
81		Construction Labour Relations - An Alberta Association Scholarship	AlexanderThomas-Haug	Welder
82		Construction Labour Relations - An Alberta Association Scholarship	Jarin Wildeman	Millwright
83		Construction Labour Relations - An Alberta Association - R. Neil Tidsbury Scholarship	Brian Lewis	Instrument Technician
84	Construction Labour Relations - An Alberta Association and Alberta Building Trades Council	Construction Labour Relations - An Alberta Association and Alberta Building Trades Council Scholarship	Candace Calkins	Baker
85	Construction Labour Relations - An Alberta Association and Mechanical Contractors Association of Alberta	Clifford J. Williams Scholarship	Jeff Wiebe	PlumberandGasfitter(B)
86	Construction Owners Association of Alberta	Construction Owners Association of Alberta Scholarship	Megan Jonker	Carpenter
87	Edmonton Construction Association	Edmonton Construction Association Scholarship	Walter Clarke	Roofer
88	Edmonton Motor Dealers' Association Scholarship	Edmonton Motor Dealers' Association Scholarship	Nathan Bishop	Automotive Service Technician
89	Edmonton Pipe Trades United Association	Edmonton Pipe Trades Educational Trust Fund Local #488 Scholarship	Kevin Rempel	PlumberandGasfitter(B)
90	Edwards Garage Limited	Edwards Garage Scholarship	Matthew Hopkins	Automotive Service Technician
91	Electrical Contractors Association of Alberta	ECOA&NorthWestChapter Alberta Apprenticeship Scholarship	Christa Harvey	Electrician
92		Electrical Contractors Association of Alberta Scholarship	Christopher Petterson	Electrician
93	Electrical Contractors Association of Alberta and International Brotherhood of Electrical Workers Local 424	IBEW Local 424/ECOA Alberta Apprenticeship Scholarship	Sean Hann	Electrician
94	EnCana Corporation	EnCana Corporation Aboriginal Scholarship	Taiotekane Horn	Electrician
95	EPCOR Utilities Inc.	EPCOR Aboriginal Scholarship	MaryRose-Lynningram	Insulator

## 2008 Alberta Apprenticeship and Industry Training Scholarship Recipients (continued)

### Apprentice Scholarships (continued)

	DONOR	SCHOLARSHIP	RECIPIENT	TRADE
96	Ferguson Corporation	Ferguson Glass Scholarship	Randal J. Fry	Glazier
97		Ferguson Glass Scholarship	Corey Kristianson	Glazier
98	First Canadian Insurance Corporation	First Canadian Insurance Corporation Scholarship	Mark Werner	Automotive Service Technician
99	Fluor Constructors Canada Ltd.	Fluor Constructors Canada Ltd. Scholarship	Sean Cramer	Machinist
100		Fluor Constructors Canada Ltd. Scholarship	Martina Peake	Instrument Technician
101		Fluor Constructors Canada Ltd. Scholarship	Wyatt Soroka	Heavy Equipment Technician
102	General Presidents' Maintenance Committee for Canada	General Presidents' Maintenance Committee Apprentice Scholarship	Joshua Hogan	Carpenter
103	Grande Prairie Auto Dealers Association	Grande Prairie Auto Dealers Association Scholarship	Joel Hunt	Automotive Service Technician
104	Grayco Machine Ltd.	G. Peterson Scholarship	Brandon Haycock	Machinist
105	Heninger Toyota	Heninger Toyota Scholarship	Sebastian Alvarez	Automotive Service Technician
106		Heninger Toyota Scholarship	Richard Quinn	Automotive Service Technician
107	Imperial Oil Foundation	ExxonMobil Canada Scholarship	Jordan Cox	Heavy Equipment Technician
108	Industrial Contractors Association of Canada	Industrial Contractors Association of Canada Scholarship	Lee Caissey	Welder
109		Industrial Contractors Association of Canada Scholarship	Kevin Tobin	Welder
110	Insulators' Training Trust Fund of Alberta	Insulators' Training Trust Fund of Canada Scholarship	Chris Nickel	Insulator
111		Insulators' Training Trust Fund of Canada Scholarship	Glenn Toop	Insulator
112	Ironworkers Local 720	Ironworkers Local 720 Scholarship	Cameron McLeod	Ironworker
113	ISA Edmonton Section	ISA Edmonton Section Sheldon Weatherby Scholarship	Deric Delaney	Instrument Technician
114	Joe & Nancy Thompson Family Foundation	Thompson Family Foundation Scholarship	Tyrel Churko	Carpenter
115	K. Hansen Masonry	K. Hansen Masonry Scholarship	Shane Christiansen	Heavy Equipment Technician
116	KBR (Canada) Company	KBR (Canada) Company Scholarship	Timothy Forgie	Welder
117	Ledcor Industrial Projects Ltd.	Ledcor Industrial Scholarship	Michael Craig	Electrician
118		Ledcor Industrial Scholarship	Matthew Schroeder	Carpenter
119	Lehigh Inland Cement Limited	Lehigh Inland Cement Limited George Ritz and George Street Memorial Scholarship	Troy J. Rhodes	Electrician
120	Lockerbie & Hole Inc.	Wilf Duke Memorial Scholarship	Wade Keough	Steamfitter-Pipefitter
121	Manuel and Marion Dabrowski	M & M Dabrowski Scholarship	Jeffrey Quebec	Plumber and Gasfitter (B)
122	Masonry Contractors Association of Alberta	Masonry Contractors Association Scholarship	Joshua Tarchuk	Carpenter
123		Masonry Contractors Association Scholarship	Brian Walker	Carpenter
124	Maxam Contracting Ltd.	Maxam Contracting Ltd. Scholarship	Jason Compton	Structural Steel and Plate Fitter
125	Mechanical Contractors Association of Alberta	Mechanical Contractors Association of Alberta Scholarship	Kyle McGimpsey	Gasfitter (A)
126		Mechanical Contractors Association of Alberta Scholarship	Adam Morello	Plumber and Gasfitter (B)
127	Mechanical Contractors Association of Alberta - Southern	Mechanical Contractors Association of Alberta - George E. Kienitz Scholarship	Faby Deshaies	Plumber and Gasfitter (B)
128		Mechanical Contractors Association of Alberta - Frederick 'Jack' Deeves Scholarship	Christopher McGowan	Plumber and Gasfitter (B)
129		Mechanical Contractors Association of Alberta - Cameron A. Wright	Jonathan Pouliot	Plumber and Gasfitter (B)
130		Mechanical Contractors Association of Alberta - Gary L. Ellenton Scholarship	Marc Stafford	Plumber and Gasfitter (B)
131		Mechanical Contractors Association of Alberta - Anderson Family Scholarship	Brendan Tiggelaar	Plumber and Gasfitter (B)

## 2008 Alberta Apprenticeship and Industry Training Scholarship Recipients (continued)

### Apprentice Scholarships (continued)

	DONOR	SCHOLARSHIP	RECIPIENT	TRADE
132	Medicine Hat Construction Association	Medicine Hat Construction Association Scholarship	Christopher Margetts	Heavy Equipment Technician
133	Merit Contractors Association	Merit Contractors Association Civil Scholarship	Corey Hildebrand	Carpenter
134		Merit Contractors Association Construction Scholarship	Ashley MacDonald	Lather - Interior Systems Mechanic
135		Merit Contractors Association Electrical/Mechanical Scholarship	Scott Roy	Electrician
136		Merit Contractors Association Electrical/Mechanical Scholarship	Jolene Sarrazin	Electrician
137		Merit Contractors Association Construction Scholarship	Brendan Tersmette	Cabinetmaker
138	Motor Dealers' Association of Alberta	MDA Education Foundation Apprentice Scholarship	Nishant Jacob	Automotive Service Technician
139		MDA Education Foundation Apprentice Scholarship	Kristen Manzulenko	Parts Technician
140		MDA Education Foundation Apprentice Scholarship	Avtardeep Sandhu	Automotive Service Technician
141		MDA Education Foundation Apprentice Scholarship	Martin Schmidt	Automotive Service Technician
142	Neumann Plumbing '79 Ltd.	Neumann Plumbing Scholarship	Angela Dupuis	Plumber and Gasfitter(B)
143	Northern Alberta Architectural Woodwork Manufacturers Association	AWMAC - Northern Alberta Chapter Scholarship	Brian Butts	Cabinetmaker
144	Optimist Club of Sherwood Park	Optimist Club of Sherwood Park Scholarship	Joshua Langstaff	Cook
145		Optimist Club of Sherwood Park Scholarship	Jon Tyler	Heavy Equipment Technician
146	Pacific Western Transportation Ltd.	Southland Transportation Ltd. Scholarship	Antal V. Pinter	Heavy Equipment Technician - Truck and Transport Mechanic
147	PCL Construction Management Inc.	PCL Construction Management Inc. Scholarship	Jason Bishop	Carpenter
148		PCL Construction Management Inc. Scholarship	Michael Coninx	Steamfitter-Pipefitter
149		PCL Construction Management Inc. Scholarship	Wesley Ensz	Carpenter
150		PCL Construction Management Inc. Scholarship	Roland Jackson	Welder
151		PCL Construction Management Inc. Scholarship	John Klassen	Carpenter
152		PCL Construction Management Inc. Scholarship	Michelle Walker	Carpenter
153	Pla-Son Holdings/Comfort Heating (1981) Ltd.	Plante, Nelson & Comfort Heating (1981) Ltd. Scholarship in Sheet Metal	Adam Braim	Sheet Metal Worker
154	Progressive Contractors Association of Canada	Progressive Contractors Association of Canada Boilermaker Scholarship	Lael Barlow	Electrician
155		Progressive Contractors Association of Canada Electrician Scholarship	John Graff	Electrician
156		Progressive Contractors Association of Canada Millwright Scholarship	Trevor Michelau	Millwright
157		Progressive Contractors Association of Canada Ironworker Scholarship	Neil Sponagle	Ironworker
158		Progressive Contractors Association of Canada Steamfitter-Pipefitter Scholarship	Neil Zimak	Steamfitter-Pipefitter
159	Quinn Contracting Ltd.	J.B. (Bernie) Quinn Memorial Scholarship	Douglas Janke	Steamfitter-Pipefitter
160	Ray-Nor Painting and Decorating Ltd.	Ray-Nor Painting & Decorating Ltd. Scholarship	Travis Williamson	Painter and Decorator
161	Red Deer Construction Association	Red Deer Construction Association Scholarship	Curtis Craig	Electrician
162	Refrigeration and Air Conditioning Contractors Association of Alberta	Refrigeration and Air Conditioning Contractors Association of Alberta Scholarship	Brian Steele	Refrigeration & Air Conditioning Mechanic
163	Roger C.T. Dootson	Roger Dootson Family Scholarship	Trevor Stoten	Carpenter
164	S.E. Johnson Management Ltd.	S.E. Johnson Ltd. - Mechanical Contractors Scholarship	Aldo Marano	Plumber and Gasfitter(B)
165	Schendel Mechanical Contracting Ltd.	Schendel Mechanical Contracting Ltd. Scholarship	Reinhold Stoik	Plumber and Gasfitter(B)
166	Scotiabank Dealer Finance Centre	Scotiabank Dealer Finance Centre Scholarship	Devan Lengyel	Automotive Service Technician

# 2008 Alberta Apprenticeship and Industry Training Scholarship Recipients (continued)

## Apprentice Scholarships (continued)

	DONOR	SCHOLARSHIP	RECIPIENT	TRADE
167	Service Experts, a division of Lennox Canada Inc.	Lennox Canada Inc. Scholarship	Christopher Davis	Sheet Metal Worker
168	Sheet Metal Contractors Association of Alberta	Sheet Metal Contractors Association of Alberta Scholarship	Shannon Hawrylak	Sheet Metal Worker
169	Sheet Metal Workers International Association Local #8	Sheet Metal Workers International Association Local #8 Scholarship	Andrew G. Ramage	Sheet Metal Worker
170		Sheet Metal Workers International Association Local #8 Scholarship	Orrin Esau	Sheet Metal Worker
171	Shell Canada	Athabasca Oil Sands Project Excellence Scholarship	Trevor Coates	Electrician
172	Sinclair Supply Ltd.	Sinclair Supply Ltd. Scholarship	Darren Broesky	Sheet Metal Worker
173		Sinclair Supply Ltd. Scholarship	Joel Green	Sheet Metal Worker
174	Southern Alberta Architectural Woodwork Manufacturers Association	AWMAC - Southern Alberta Chapter Scholarship	Laura Webber	Cabinetmaker
175	Spartan Controls Ltd.	Spartan Control Apprenticeship Award	Donalbain McDermid	Instrument Technician
176	Stollery Charitable Foundation	Bob Stollery Apprentice Scholarship	Jeffery Amirault	Carpenter
177		Bob Stollery Apprentice Scholarship	Adam Copus	Carpenter
178		Bob Stollery Apprentice Scholarship	Cora-Lynn Dennis	Parts Technician
179		Bob Stollery Apprentice Scholarship	Adam Grosfield	Cabinetmaker
180		Bob Stollery Apprentice Scholarship	Travis Nelson	Millwright
181	Suncor Energy Inc., Oil Sands	Suncor Energy Inc. Oil Sands Scholarship	William Brake	Electrician
182		Suncor Energy Inc. Oil Sands Scholarship	Clayton Crory	Millwright
183		Suncor Energy Inc. Oil Sands Scholarship	Bobbie-Lee Hughes	Heavy Equipment Technician
184		Suncor Energy Inc. Oil Sands Scholarship	Hasan Kesic	Heavy Equipment Technician - Truck and Transport Mechanic
185	Supreme Steel Ltd.	Supreme Steel Scholarship	Kyle McAviney	Welder
186		Supreme Steel Scholarship	Noelyn Petterson	Welder
187		Supreme Steel Scholarship	Eric Turmel	Welder
188	Syncrude Canada Ltd.	Syncrude Canada Heavy Equipment Technician Scholarship	Darin Janzen	Heavy Equipment Technician
189		Syncrude Canada Ltd. Scholarship	Kenneth Johnson	Plumber and Gasfitter (B)
190		Syncrude Canada Aboriginal Scholarship	Amber Middlemass	Parts Technician
191		Syncrude Canada Female Scholarship	Tricia L. Shaw	Power System Electrician
192	Tarpon Energy Services	Tarpon Energy Services Welding Scholarship	Kayla Needham	Welder
193		Tarpon Energy Services Electrical Scholarship	Russell Salonen	Electrician
194		Tarpon Energy Services Instrumentation Scholarship	Ryan Sinfield	Instrument Technician
195	Thermal Insulation Association of Alberta	TIAA Insulator Scholarship	Dylan Emmett	Insulator
196	Tower Chrysler Plymouth Ltd.	Edward R. Rewucki Scholarship	Richard Saunders	Automotive Service Technician
197	TransCanada Pipelines Limited	TransCanada Scholarship	Colin Dunphy	Electrician
198	Trimen Electric Ltd.	R. Tom Tilley Memorial Scholarship	Ashley Sims	Electrician
199	Trotter and Morton Limited	Trotter & Morton Scholarship	Stephen Zeimer	Refrigeration & Air Conditioning Mechanic
200	U.A. Local #496/ Piping Industry Training School	U.A. Local #496/ Piping Industry Training School Scholarship	Greg Markin	Steamfitter-Pipefitter
201	United Association of Plumbers & Pipefitters Local #488	United Association of Plumbers & Pipefitters Local #488 Scholarship	Eric Fadden	Plumber and Gasfitter (B)
202	United Association of Plumbers & Pipefitters Local #488 Benefit Trust Fund	United Association of Plumbers & Pipefitters Local #488 Supplementary Benefit Trust Fund Scholarship	John A. Marchbank	Instrument Technician
203	Vulcan International Thermal Services Inc.	Vulcan International Excellence in Trades Scholarship	Kevin Tschetter	Instrument Technician

## 2008 Alberta Apprenticeship and Industry Training Scholarship Recipients (continued)

### Apprentice Scholarships (continued)

	DONOR	SCHOLARSHIP	RECIPIENT	TRADE
204	W. Pidhirney Welding	W. Pidhirney Welding Ltd. Pipefitting Scholarship	Stuart Enns	Steamfitter-Pipefitter
205	Waiward Steel Fabricators Ltd	Waiward Steel Fabricators Ltd. Scholarship	Raymond Henry	Welder
206		Waiward Steel Fabricators Ltd. Scholarship	Jeffery Reirson	Welder
207		Waiward Steel Fabricators Ltd. Scholarship	Brittany Schuk	Welder
208	Watson Family	Bill (Curly) Watson Memorial Scholarship	Jeffrey Lehman	Electrician
209	Willard Kirkpatrick Family	W. Kirkpatrick Family Scholarship	Brian Bazinet	Carpenter
210		W. Kirkpatrick Family Scholarship	Paul St. Germain	Carpenter
211		W. Kirkpatrick Family Scholarship	Allan Walowetz	Carpenter
212	Wirtanen Family Holdings Ltd	Wirtanen Family Holdings Ltd. Scholarship	Milton Friesen	Electrician
213		Wirtanen Family Holdings Ltd. Scholarship	Murray Cowan	Electrician
214		Wirtanen Family Holdings Ltd. Scholarship	Paul Kniel	Electrician
215	Alberta Apprenticeship and Industry Training Board	Apprenticeship and Industry Training Board Scholarship	Brent Altheim	Electrician
216		Apprenticeship and Industry Training Board Scholarship	Patrick Ashcroft	Machinist
217		Apprenticeship and Industry Training Board Scholarship	Ryan Baker	Heavy Equipment Technician
218		Apprenticeship and Industry Training Board Scholarship	Michael Baron	Machinist
219		Apprenticeship and Industry Training Board Scholarship	Matthew Beacock	Electric Motor Systems Technician
220		Apprenticeship and Industry Training Board Scholarship	Colton Beeson	Outdoor Power Equipment Technician-Recreational Equipment
221		Apprenticeship and Industry Training Board Scholarship	Brandon Bultena	Carpenter
222		Apprenticeship and Industry Training Board Scholarship	Jane Calderin	Machinist
223		Apprenticeship and Industry Training Board Scholarship	Benjamin J. Campbell	Heavy Equipment Technician
224		Apprenticeship and Industry Training Board Scholarship	Chad Carlson	Cook
225		Apprenticeship and Industry Training Board Scholarship	Aaron Christensen	Parts Technician
226		Apprenticeship and Industry Training Board Scholarship	Andrew Cocks	Automotive Service Technician
227		Apprenticeship and Industry Training Board Scholarship	Tyler W. Cruickshank	Motorcycle Mechanic
228		Apprenticeship and Industry Training Board Scholarship	Nathan DeVries	Millwright
229		Apprenticeship and Industry Training Board Scholarship	William Farnsworth	Electrician
230		Apprenticeship and Industry Training Board Scholarship	Joshua J. Foreman	Automotive Service Technician
231		Apprenticeship and Industry Training Board Scholarship	Peter Gosling	Electrician
232		Apprenticeship and Industry Training Board Scholarship	Mark Harrison	Auto Body Technician
233		Apprenticeship and Industry Training Board Scholarship	Benjamin Hart	Auto Body Technician - Auto Body Repairer
234		Apprenticeship and Industry Training Board Scholarship	Nadine Haugen	Recreation Vehicle Service Technician
235		Apprenticeship and Industry Training Board Scholarship	Joel Hoeksema	Floorcovering Installer
236		Apprenticeship and Industry Training Board Scholarship	Damian Kane	Automotive Service Technician
237		Apprenticeship and Industry Training Board Scholarship	Cory Kelso	Cook
238		Apprenticeship and Industry Training Board Scholarship	Cameron Kloeck	Parts Technician
239		Apprenticeship and Industry Training Board Scholarship	William Kohut	Gasfitter (A)
240		Apprenticeship and Industry Training Board Scholarship	Thomas Lindl	Parts Technician
241		Apprenticeship and Industry Training Board Scholarship	Graeme Lindsay	Automotive Service Technician

## 2008 Alberta Apprenticeship and Industry Training Scholarship Recipients (continued)

### Apprentice Scholarships (continued)

	DONOR	SCHOLARSHIP	RECIPIENT	TRADE
242	Alberta Apprenticeship and Industry Training Board	Apprenticeship and Industry Training Board Scholarship	Denise Lingle	Automotive Service Technician
243		Apprenticeship and Industry Training Board Scholarship	Adam Loose	Heavy Equipment Technician
244		Apprenticeship and Industry Training Board Scholarship	Alex MacKay	Electrician
245		Apprenticeship and Industry Training Board Scholarship	Reginald Maddocks	Agricultural Equipment Technician
246		Apprenticeship and Industry Training Board Scholarship	Dawn McLeay	Electrician
247		Apprenticeship and Industry Training Board Scholarship	Zachary Menzies	Carpenter
248		Apprenticeship and Industry Training Board Scholarship	Milan Milosovic	Plumber and Gasfitter (B)
249		Apprenticeship and Industry Training Board Scholarship	Nelson Morris	Welder
250		Apprenticeship and Industry Training Board Scholarship	Maxime Murphy	Welder
251		Apprenticeship and Industry Training Board Scholarship	Lyndon Nystrom	Recreation Vehicle Service Technician
252		Apprenticeship and Industry Training Board Scholarship	Christian Oliverson	Carpenter
253		Apprenticeship and Industry Training Board Scholarship	Douglas Pueschel	Cabinetmaker
254		Apprenticeship and Industry Training Board Scholarship	Keven Racette	Automotive Service Technician
255		Apprenticeship and Industry Training Board Scholarship	Denis Richard	Parts Technician
256		Apprenticeship and Industry Training Board Scholarship	Youssef Salame	Communication Technician
257		Apprenticeship and Industry Training Board Scholarship	Kris Scharlinghuis	Electrician
258		Apprenticeship and Industry Training Board Scholarship	Christopher Schwaiger	Machinist
259		Apprenticeship and Industry Training Board Scholarship	Allesha Schwartz	Electrician
260		Apprenticeship and Industry Training Board Scholarship	Tyson Solinger	Electrician
261		Apprenticeship and Industry Training Board Scholarship	Jordan St. Pierre	Electrician
262		Apprenticeship and Industry Training Board Scholarship	Brandon Stewart	Parts Technician
263		Apprenticeship and Industry Training Board Scholarship	Brett Swanek	Plumber and Gasfitter (B)
264		Apprenticeship and Industry Training Board Scholarship	Jared Thome	Machinist
265		Apprenticeship and Industry Training Board Scholarship	Jesse T. Traquair - Archer	Power Lineman
266		Apprenticeship and Industry Training Board Scholarship	Cory Turpie	Electrician
267		Apprenticeship and Industry Training Board Scholarship	Jason VanVliet	Automotive Service Technician
268		Apprenticeship and Industry Training Board Scholarship	Jesse J. Weigl	Heavy Equipment Technician - Heavy Duty Equipment Mechanic (Off Road)
269		Apprenticeship and Industry Training Board Scholarship	Dale Wiebe	Auto Body Technician - Auto Body Repairer
270		Apprenticeship and Industry Training Board Scholarship	Ryan Winters	Machinist
271		Apprenticeship and Industry Training Board Scholarship	Christopher Wladyko	Automotive Service Technician
272		Apprenticeship and Industry Training Board Scholarship	Devan Wood	Millwright
273		Apprenticeship and Industry Training Board Scholarship	Dana Young	Millwright





**Government  
of Alberta** ■



Apprenticeship and  
Industry Training Board